



Annual Development Plan 2025–2026

1. Purpose of the Plan

The purpose of this Annual Development Plan is to ensure Brighter Days Residential Ltd continues to improve service quality, outcomes for young people, and staff effectiveness. It identifies development priorities based on self-evaluation, feedback, audits, regulatory expectations, and organisational values.

2. Strategic Objectives (March 2025–March 2026)

- 1. Enhance outcomes and wellbeing for all children and young people.**
 - 2. Promote a culture of safeguarding, learning, and therapeutic care.**
 - 3. Develop staff knowledge, skills, and resilience.**
 - 4. Improve compliance, quality assurance, and leadership effectiveness.**
 - 5. Strengthen relationships with families, professionals, and the wider community.**
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3. Key Development Priorities and Actions

Priority Area	Action	Lead	Target Date	Success Indicator
Obtain Ofsted accreditation	Complete the process to become Ofsted regulated	RI RM & Team,	Oct 2025	Gain an Ofsted rating
Improve child-centred care planning	Review and enhance care plan format; increase young people's input	Registered Manager	Aug 2025	All care plans co-produced; positive feedback from young people
Strengthen staff supervision and support	Introduce updated supervision format including wellbeing check-ins	Deputy Manager	Jul 2025	100% staff receive monthly supervision with reflective element
Embed therapeutic and trauma-informed care	Commission external training; revise key policies to reflect this model	RM / External Trainer	Oct 2025	Training delivered; approach embedded in daily practice
Increase staff retention and satisfaction	Launch staff wellbeing programme and feedback forums	HR/Directors	Sep 2025	Reduced turnover; improved staff survey results
Strengthen safeguarding culture	Annual safeguarding audit; enhance whistleblowing policy	RM DM	Aug 2025	Audit completed; policies updated; staff fully aware of procedures
Improve incident analysis and learning	Implement new debrief and review process for serious incidents	RI	July 2025	Debriefs held within 48 hours; learning shared in team meetings
Raise quality of environment and décor	Refurbish communal areas and create more personalised bedrooms	Maintenance / RM	Oct 2025	Environment improved; positive resident feedback
Develop leadership pipeline	Identify future leaders and provide mentorship/training opportunities	RM /RI	Dec 2025	Two staff engaged in leadership development activities
Enhance external partnership working	Organise multi-agency forums; improve communication with social workers	RM	Nov 2025	Improved feedback from professionals; clearer planning collaboration
Achieve 'Outstanding' Ofsted rating	Conduct internal mock inspection; action plan based on findings	RM / Independent Visitor	March 2026	Progress against Quality Standards evidenced; Ofsted readiness report

4. Monitoring and Evaluation

- **Quarterly reviews** of this plan will be conducted by the management team.
- **Monthly team meetings** will include progress updates.
- **Annual report** will summarise achievements and identify next year's priorities.
- **Feedback sources:** young people, staff, families, professionals, independent visitors, Ofsted.

5. Review Date

This Annual Development Plan will be formally reviewed in **March 2026**, in line with the organisation's annual planning cycle and in preparation for the next development period.
