An Outstanding Summer!

What a summer we’ve had here at Precious Homes! We have lots of exciting news to share. This month we are proud to announce our first CQC ‘Outstanding’ service at Ulysses House in Birmingham following their recent inspection; we put the spotlight on Debbie Allsworth and her new role as Director of Positive Behaviour Support; and welcome Aamir who moved into his new home at Highbury Gardens at the end of July. We also announce details of our second annual awards event in December; our new competition; our team members of the month and we have birthday and new baby celebrations galore! #ProudToBePrecious

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Greg Lapham, Chief Operating Officer, said:
“Our Team have done it again and I couldn’t be prouder. Our very first OUTSTANDING report arrived at the end of August!”

Ulysses House is an Autism-Specific Residential Service supporting five young people and adults (16-65 year olds) with Learning Disabilities; Autism Spectrum Condition; Mental Health Needs; and behaviours that may be described as challenging.

Greg added: “I continue to be extremely impressed by the level of dedication from all of our teams across the group, to you all, a huge Thank You goes out to each and every one of you, you are all constantly and collectively making a real and lasting differences to people’s lives every day.”

“It is truly amazing work by the entire team at Ulysses House up in Birmingham, you guys are all awesome. Thank you to the whole team at Ulysses for all their person centred hard work. Your dedication and enthusiasm is outstanding and I am absolutely delighted that this has been recognised by CQC. I am sure that our partners at Birmingham CCG, CHC and Local Authority will be as delighted as we all are.”

Debbie explains: “The initial thinking behind my new role stemmed from the work we have completed over the last two years on person centred approaches and the success in implementing an organisation wide focus on driving forward practice and the role of our Person Centred Champions.”

Precious Homes’ aim is to empower people with Learning Disabilities, Autism Spectrum Conditions, Mental Health needs and other complex needs to live as independently as possible, to become integral members of the community and to achieve their goals and aspirations through individual care pathways.

Debbie adds: “We support a wide range of needs but many of these individuals have complex needs and behaviours that may be described as challenging. The positive behavioural support (PBS) model is vital in empowering individuals, we want this combined practice to be embedded further in every service at Precious Homes.”

This month, Debbie will be attending various BILD courses and workshops to capture industry best practice and current thinking to inform a PBS strategy for Precious Homes.

“I will be developing a strategy focussed on PBS which we will drive across services. The plan is to develop training courses for teams that are personalised to their services and individuals they support – aiming to be proactive, not reactive, in supporting behaviours in a positive way.” Debbie adds.

The role will link into Precious Homes’ wider Multi-Disciplinary Team (MDT) which will be increasing over the coming months as well as being an expansion of the organisation’s person centred approaches strategy.

“My passion is person centred approaches and by taking a personalised approach to supporting an individual, great change and progress can be achieved. Positive Behavioural Support is an extension of this – hugely empowering for people with complex needs and I am excited to have the opportunity to drive forward this thinking further across our amazing teams here at Precious Homes.”

To find out more about our ‘Outstanding’ service in Birmingham go to:
www.precious-homes.co.uk/service/ulysses-houseautism-specific-residential-service/
Precious Homes Awards Ceremony 2018

It is with huge excitement and anticipation we announce that the Precious Homes Awards Ceremony 2018 will take place this year on Friday 7th December 2018 at Whittlebury Hall.

The events team at Precious have managed to secure the Brooklands Suite, a fantastic state of the art venue that will ensure this year’s event surpasses last year’s ceremony.

Tony Ferrari, Head of Talent Acquisition & Retention, said: “The new venue offers us the added bonus of being able to invite more colleagues to the event to celebrate the company that we work for.”

Brooklands is fully self-contained with an extensive bar, superbly equipped kitchen and cloakroom facilities, Brooklands also benefits from a four hundred space car park.

“The beautiful location, which is central for most of our services, is the perfect place to celebrate excellence within our company and we have a few additional surprises in store for our lucky attendees which we hope will make this a most memorable occasion.”

Tony and the team organising the event will soon be communicating with all team members and services to ask for nominations over the chosen categories.

“We want you to put forward work colleagues who you think have gone above and beyond to ensure we keep to our culture of offering person centred care to the people we support. With so much time left until the actual awards nights, there is still an opportunity to do something amazing with the people you support and to get yourself a nomination!”

Welcome to Highbury Aamir!

At the end of July, the team at Highbury Gardens in London, welcomed Aamir into the service and are delighted to share some photographs of his move and his achievements to date. Welcome Aamir!

Service Manager Vicky Strange explains: “Aamir, who is 20, moved into Highbury at the end of July from a children’s residential service. We worked with him, his family and staff at his previous service over a seven-week period prior to him moving to his new home.”

Change can be difficult for Aamir who has autism spectrum condition, but he has taken it all in his stride with help from the Highbury team and his family - who have been fully involved in making his transition and move as smooth as possible for him. “One of the major focusses has been on Aamir settling in, learning to adapt to his new environment and building relationships with his team so they can help him develop his skills and make choices about what he wants to do, and his activities.” Vicky adds. One of the key changes for Aamir is developing his skills in the community, where he has been using public transport as opposed to a car. “Aamir has really enjoyed getting out and about on the bus and train, with trips into Central London with staff showing how to buy and use his Oyster card.” Vicky adds. The team are developing his care plan, breaking down aspects of each so they can learn his routines, his likes, dislikes and how he wants to be supported – enabling them long term to increase his skills and independence within an adult service.

Vicky adds: “The focus is on risk assessing all areas and getting to know him really well. With support and involvement of his mum and dad to aid consistency for him, he is also starting a Community College initiative (CCI) to increase his skills and learning.”

CCI provides young adults with complex needs access to Specialist Further Education by delivering individually tailored and designed courses, incorporating specialist support and guidance. “CCI operates as an outreach provision – meaning programmes are delivered within a range of settings, which for Aamir will be at home and in the community – including social and work based opportunities.”

Highbury Gardens is a residential transition service in London for up to 6 people with complex needs. To find out more go to: www.precious-homes.co.uk/service/highbury-gardens

Good luck everyone! #ProudToBePrecious
Double Birthday Celebrations at Fenny Mews

We want to wish a very happy birthday to Michael and Ruhay from Fenny Mews who recently hosted parties at their home to celebrate their special days!

First up was Michael’s 40th birthday on 24th July, followed by Ruhay’s 22nd birthday on 3rd August.

Ashleigh Calder, Supported Living Manager, said: “We invited Michael’s family and all the residents from other homes came to enjoy both parties. We have some lovely photographs which really capture all the fun and which Ruhay and Michael would like to share with you all!”

Happy birthday to you both!

New Additions in Finance

Huge congratulations to Liji Cherical and Miriam Smutna who work within Precious Homes’ Finance team at Central support on the birth of their new babies!

Liji’s son Ryan and Miriam’s daughter Tiana are the newest additions to the Precious Homes family, both mums and little ones are doing amazing. From everyone at Precious Homes, we wish them a very happy maternity leave with their bundles of joy and we hope to catch up with all their news and growing baby photos very soon!

Competition Time!

Do you want to win tickets to London Zoo? Then enter our fantastic competition!

We need to hear from you on suggestions for how we can improve quality in Precious Homes.

We have 10 tickets to London zoo for the best 10 suggestions from the people we support on what we can be doing better.

Precious Homes will also cover tickets and travel for support staff travelling with you.

Please come forward with any ideas you have on making Precious Homes an outstanding service!

Please send your ideas and entries into Debbie.Allsworth@precious-homes.com
Go Team Chandos!

It was a real close call for September Team of the Month but we are delighted to announce that Chandos Road are the worthy winners – just beating the Business Development Team to the post!

Nominated by Chief Operating Officer, Greg Lapham, he explains his choice:

“Just over 6 months ago we had a ‘requires improvement’ from CQC, we have just had another CQC inspection and are yet to receive the report but the CQC’s inspector has given us feedback and the Team at Chandos have made a significant improvement at the service and CQC were very pleased with the progress. We are expecting a report with 5 goods and we are very close to an outstanding in one of our KLOE’s. Well done Team Chandos and thank you for all your hard work!”

Fantastic team work - well done!

Team Member of the Month

Our September team member of the month goes to Wendy Porter, nominated by Precious Homes Chief Operating Officer, Greg Lapham for making a significant difference to the service she manages in such a short space of time.

Greg explains: “Wendy has made a significant difference to the services she manages: Veryan, Oxley and Tolcarne, over the past few months. At a recent employee forum the staff representative from her services spoke of how happy the team are with her management style.”

“Feedback told us what a difference she has made in a short time to the team’s morale. The team are much clearer about how to deliver person centred support and are empowered by Wendy to go the extra mile. Thank you Wendy for all your hard work, it is truly appreciated!” Greg adds.

#ProudToBePrecious
Honourable Mentions for September

Here is a roundup of Precious Homes' team member honourable mentions for September. Fantastic work everyone – really making us feel #ProudToBePrecious

Ginette Collendavelloo: nominated by Wendy Gennings. She said: “We have a lot going on at the moment in HR and Ginette has pulled out all the stops and is working every possible hour for me. She has proven that she is a real team player and wants to ensure that the HR department runs as smoothly as possible. Nothing is too much trouble and she deserves to be recognised for her hard work and dedication.”

Business Development Team: nominated by Tony Ferrari. He said: “Our business development team deserve recognition for the tireless hard work they put in. The team are dynamic and full of purpose and they really get the job done in sometimes very challenging circumstances. With the help of our managers they provide an invaluable service to our company as a whole and I would like to thank them for all of their efforts.”

The Avenue Team: nominated by Anna Koenner. She said: I would like to nominate my fantastic staff team at The Avenue. Every single one of them has contributed equally to the homely, happy home that they helped to create for the people we support. I am extremely proud of their commitment, determination and hard work they have been showing every single day.

Gary Osborne: nominated by Janice de Souza. She said: “I'd like to recommend Gary Osborne for being cheerful and brilliant and so good on the phone and extremely organized and efficient.”

Helena Piper: nominated by Wendy Porter. She said: “I have not had a deputy for the last 6 weeks and Helena, who has only been with us for two months, has not only stepped up to support me in getting all three homes up on all paperwork, supervisions, and monthly home audits – but has supported all the staff with nourish. Thank you!”

Swan Court: nominated by Louise Thomson. She said: “I would like to nominate the Swan Court staff team for all their hard work and dedication when supporting an individual in crisis for the past few months. Through an extremely difficult time they pulled together and showed amazing compassion, teamwork and commitment to their job, their colleagues and also to doing all they could to support the individual through a traumatic time. They were responsive and proactive at all times and amazingly they all continued to flourish and achieve goals despite the home dynamics. I cannot thank them all enough for their amazing support; I feel very proud to have such a wonderful team.”

Vermont Team: nominated by Dale Weldon. He said: “I would like to nominate the Vermont team for a very positive and successful transition of an individual back into the service. The team have attended 6 workshops around them inputting a lot of valuable information towards their new PBS. The team though have showed nothing but professionalism during the transition with success. This has been echoed in praise from both parents, the community nurse, intensive support service and their social worker.”

Join Our Team

Job Opportunities at Precious Homes:
Precious Homes' dedicated staff teams are its most important asset and our investment in their continued professional development and training is essential.

Working with us can give you the chance to join a very successful organisation and at the same time really make a difference to someone’s life. In return for your skills, knowledge and experience, you’ll enjoy all the support you need to develop a rewarding career, including comprehensive training in social care.

We are recruiting now in a range of roles including Support Workers, Team Leaders, Deputy Managers and Service Managers. Call out Talent team to find out more on 0208 826 4343 or visit www.precious-homes.co.uk/vacancies

Dates for your Diary

Precious Homes Annual Award Event 2018
Venue TBC
Provisional date of 7th December 2018
Find out about last year’s awards here: http://www.precious-homes.co.uk/precious-homes-glittering-awards/

World Alzheimer’s Month - September 2018:
With World Alzheimer’s Day on 21st September 2018
find out more: https://www.awarenessdays.com/awareness-days-calendar/world-alzheimers-day-2018/
Precious Homes

Precious Homes is an independent provider of residential, supported living and bespoke community support for young people and adults with autism spectrum conditions, learning disabilities, mental health needs and behaviour which may be described as challenging.

We support individuals to become significantly more independent and confident and to successfully integrate into the community over time.

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