

People with individual needs,
living the lives they choose



Halsbrook Road Statement of Purpose

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halsbrook road

“People with individual
needs, living the lives
they choose.”

Outlook Care

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registered provider

Penny Taylor FCMI, Chief Executive

Unit 6, Shelduck House
Woodbrook Crescent
Radford Way
Billericay
Essex CM12 0EQ

Penny joined Outlook Care as Chief Executive in 1999. After working in the care and housing sector for over 30 years, with over 16 years at Director level, Penny has a deep understanding of the issues around supported living and care and a proven track record in the management of complex organisations.

Penny is also a member of the Outlook Care Board



John Parsonage, MA Manager

43a Halsbrook Road
London SE3 8QU

John began his career in 1978 in social work for the West Midlands Probation Service, before moving into learning disability services in the 1980s.

John has also conducted research into the quality of services provided by local authorities and primary care trusts. This work has been used by service providers to help raise standards of support for service users.

John lives in a Kent village where he is active in his local residents' society and helps to organise voluntary services for older people.

John has an MA in Sociology and Law from Brunel University, the Registered Managers Award, NVQ Level 4 in Health and Social Care and a professional Trainer Certificate

“Maximising independence and enabling people to have choice and control over their lives is the cornerstone of our work.”

About us

Outlook Care is a not for profit organisation that provides care and support to people with a learning disability, those with mental health needs and older people.

The organisation, which was established in 1989, operates over 40 schemes in eight local authority areas across north and east London and Essex, and includes residential and nursing care, supported living, domiciliary care and housing management.

We are passionate about what we do and firmly believe that by investing in the future of our services and involving, listening and responding to the people who use them, we will ensure that Outlook Care remains a successful, financially sound and responsible organisation.

Maximising independence and enabling people to have choice and control over their lives is the cornerstone of our work. Our staff are trained in values and person centred approaches enabling our vision to become a reality for people who use our services. We are actively responding to the White Paper, 'Our Health, Our Care, Our Say' by developing our services to meet the needs of people with Individual Budgets.



Quality assurance

Staff at Outlook Care are offered training and development opportunities in order to meet the needs of service users. We hold the Investors In People award which demonstrates our commitment and achievement in developing our staff to deliver our Business Plan and its objectives.

Outlook Care has also held the ISO 9001:2000 quality award since 1995 and is assessed externally each year against the standards of this award.

The Outlook Care internal quality assurance system - the Continuous Improvement Programme (CIP) – embraces the requirements of the ISO 9001:2000 and also ensures robust systems are in place to assure the quality of our services.

Environment

At Outlook Care we recognise that our operations have an effect on the local, regional and global environment, and ensure that good environmental management is an integral and fundamental part of our business strategy.

To help us minimise our impact on the environment we have devised and implemented an Environmental Management System across the organisation, and have achieved ISO14001:2004 certification.

“we provide a service that is responsive and relevant to the needs of individuals from all communities.”

Our Vision

People with individual needs, living the lives they choose.

Our Values

- Respect and support the rights of people to be involved in decisions that affect their lives.
- Welcome diversity and ensure fairness across all aspects of our work.
- Value the people who use our services and their contribution to communities.
- Recognise the important contribution our staff and partners make in the delivery of our services.
- Be honest, open and accountable in all that we do.
- Ensure our high standards are maintained whilst providing cost effective, value for money services.
- Ensure that we are economically viable, environmentally sound and socially responsible.
- Aim for excellence and encourage a culture of innovation, expertise and continuous improvement.



objectives

“We provide a flexible, outcome focused and service that meets every individual’s needs.”

At Halsbrook Road we:

- provide a flexible, outcome focused and service that meets every individual’s needs and aspirations;
- enable service users to be active citizens within their local community;
- support service users to develop skills that will enable them to lead more independent lives;
- treat service users with consideration and respect;
- provide a service that is appropriate to the individual and in accordance with their spiritual and cultural needs and their hopes and wishes;
- give service users the opportunity to make informed choices in their lives and to promote a reasonable and justified attitude to risk where this increases enjoyment and maximises independence;
- provide resources to enable service users to be as independent as possible;
- enable service users to maintain a lifestyle of their choosing;
- work in partnership with service users, families, friends, health and social care professionals to deliver an excellent service;
- provide an environment in which service users feel safe and relatives and carers have peace of mind. We do this through staff training, awareness sessions for service users and robust procedures;
- provide a service that is responsive and relevant to the needs of each individual, regardless of gender or gender identity, race, including ethnic origin, colour, nationality and national origin, religion or belief, disability, age or sexual orientation.



A comfortable, purpose built home in London, Halsbrook Road is a registered care home which provides high quality services to adults with a learning disability and mental health needs.

Halsbrook Road is within easy reach of local shops, public transport links, day centres and places of worship.

Accommodation and facilities

Halsbrook Road comfortably accommodates six people in single occupancy bedrooms. This attractive home also has a large kitchen and dining room, a utility/laundry room, a bathroom with toilet, an additional bathroom with a specially adapted bath for people with a physical disability and one shower room with toilet.

Halsbrook Road is wheelchair accessible and boasts a lift. Service users also have the use of a large, established garden.

The home operates a no smoking policy for communal areas. However, if a service user wishes to smoke, they can use the garden or their own bedroom providing any identified risks have been minimised, and the room complies with smoking regulations.

Whenever staff at Halsbrook Road support people with their personal care, dignity and respect is paramount and the privacy of service users is maintained.



“Support is based on a personalised care plan and detailed assessment.”

Care and support provided

Support provided at Halsbrook Road is based on a personalised care plan and detailed assessment that staff carry out with each service user in the comfort of their own home.

Service users are involved in their own care, support and development and key workers are selected based on individual needs. Part of our ethos at Halsbrook Road is a belief that service users should be supported to try new things safely. To ensure this we have a comprehensive risk management procedure.

Staff at Halsbrook Road provide the following range of services:

- assistance with personal care;
- assistance with the preparation of meals;
- assistance with grocery shopping. Service users can also plan other shopping trips with key workers;
- assistance with the care of personal rooms and communal areas;
- support to access services in the local community such as adult education, sports and leisure activities and religious services. The arrangements for these activities are noted in the service user's plans and daily activities book;

- support and assistance to ensure service users keep in contact with relatives, friends and representatives;
- activities within the house, including beauty evenings, snooker and games;
- individual and group meetings;
- social and seasonal events such as parties to celebrate important festivals, trips to the theatre and celebration of birth days after discussion with the individual;
- service users' forums which take place every other month.

Nursing care and emergency admission is not provided at Halsbrook Road.

Admission criteria

Halsbrook Road provides accommodation and support in a registered care setting to men and women between the ages of 18 and 65 on admission.

Service users are mainly mobile adults whose primary need is a learning disability and who may have secondary needs such as mental health needs, epilepsy or autism.



Halsbrook Road staff

Staff at Halsbrook Road are fully trained support workers who have completed training in:

- First Aid;
- Health and Safety;
- manual handling;
- fire training;
- food and hygiene;
- safeguarding adults;
- safe handling of medication;
- person centred planning.

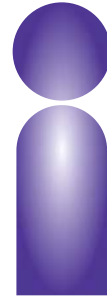
Staff also have access to additional training and development in areas such as management, autism, health action planning, positive approaches to behaviour management and epilepsy.

More than 50% of staff hold a current NVQ qualification. All remaining staff are currently studying for this award.

Halsbrook Road structure

The staff team at Halsbrook Road includes a Manager, Deputy Manager and 11 Support Workers who have extensive experience within learning disability services.

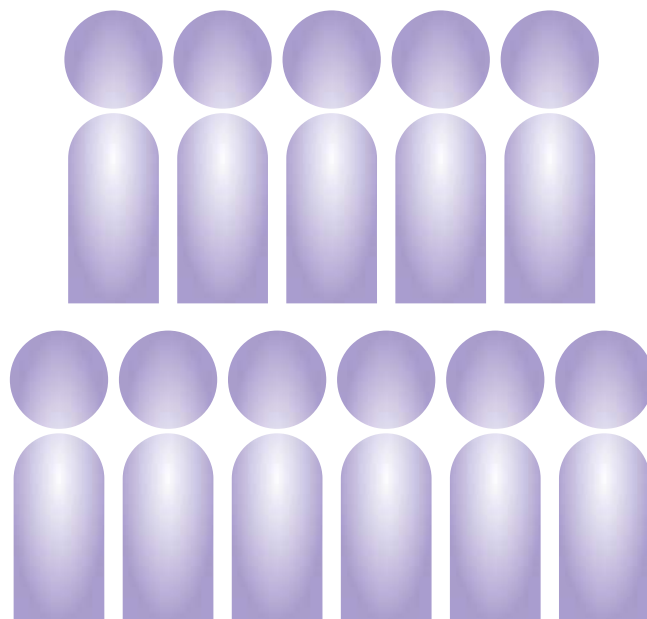
There are always three members of staff on shift during the day, one waking night staff and a two tier on call system to ensure effective management support at all times.



Home Manager



Deputy Home Manager



Support Workers

service user involvement

Person Centred Planning

All service users have a person centred plan which ensures that each individual is at the centre of everything we do. These plans identify the person's needs, wishes, dreams and aspirations.

All staff have training in person centred approaches and our dedicated Person Centred Planning Facilitators are offered more intense training to inject passion, motivation and enthusiasm to keep this approach alive.

Staff at Halsbrook Road ensure that service users are given opportunities to participate in activities which reflect their individual needs and limitations, them a sense of achievement, fulfilment, choice, dignity and respect.

Meetings, forums and management committee

Service users have individual meetings with their key workers on a monthly basis.

Outlook Care has a formal structure in place for involving service users in the planning and delivery of services. The service user committee is chaired by the Director of Operations and a service user. Membership of this group includes two Board Members, the Head of Quality, care staff and service user representatives from local forums.

The committee formally report to the Board highlighting key achievements and provide responses to key consultation documents. All service users have the opportunity of joining the local forums which feed into the committee.

Service users have produced standards against which they will measure the quality of services and report to Outlook Care Board of management.



service user involvement

“Staff support service users to cook, clean, and to choose décor and furnishings for their home.”

Social inclusion, hobbies and interests

We believe that service users should have the opportunity to experience a range of activities in the wider community and in their own home. Staff support service users, when necessary, to cook, clean, and to choose décor and furnishings for their home.

Service users are also supported to take advantage of opportunities on offer in their local community: many visit local cafes, pubs, cinemas, the local community centre, libraries, gyms and swimming pools, as well as local colleges where they can take advantage of the range of social and educational opportunities on offer.

At Halsbrook Road, we are incredibly proud that the activities our service users get involved in are as diverse as they are!

Surveys

A survey of everyone who has had contact with Outlook Care services takes place annually, with the findings fed back into our quality assurance system.

Visits

Halsbrook Road has open visiting arrangements dependent on the needs, wishes and activities of each service user.

Spiritual and cultural needs

Service users at Halsbrook Road are supported to enable them to meet their cultural and spiritual needs.

Staff have equality and diversity training to raise their awareness and to ensure they do not impose their beliefs and values on others. Cultural and spiritual needs are identified and facilitated through the person centred planning process.



policies and procedures

“We will treat all complaints seriously and respond in an appropriate and timely manner.”

Complaints, compliments and comments

At Outlook Care we recognise that all comments, including complaints, are a valuable form of feedback about our services.

We want to provide the best possible service and will therefore treat all complaints seriously and respond in an appropriate and timely manner. We will ensure that any lessons learned from comments received are fed back into our procedures.

Outlook Care will ensure that everyone using or wishing to use its services, relatives, advocates, other professionals or members of the public are fully aware of how to make a complaint or compliment.

We have produced an accessible leaflet 'We Are Listening' which explains how you can complain, and an accompanying DVD which features service users and details how and when to complain. Each of our schemes has copies of the DVD and leaflet.

Where a complaint involves other organisations or agencies as well as Outlook Care, we will co-operate fully in seeking to resolve the complaint.

When Outlook Care receives a complaint which is the responsibility of another service provider, the complaint will be forwarded to the appropriate officer within that organisation provided that the complainant wishes this to be done.

Both the complainant and the organisation concerned will then be formally advised in writing.

Fire and emergency procedure

Fire exits, doors and alarms are checked on a weekly basis, with a vigorous check of all equipment quarterly.

All fire exits are clearly marked and quarterly fire drills take place at Halsbrook Road to ensure service users aware of what action to take in the event of a fire. All service users are encouraged to become actively involved in fire drills.

We also have in place detailed emergency plans to ensure the safety of our service users.



contact information

Get in touch

If you would like this document in another format, or would like more information on Outlook Care policies and procedures, please contact Communications on 01277 637 528 or at communications@outlookcare.org.uk

Outlook Care

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Fax: 020 7239 0309
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Local learning disability team

Community Learning Disability Team
20 Grand Depot Road
Woolwich
London SE18 6SF

Tel: 020 8921 4860



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