

People with individual needs,
living the lives they choose



Neave Crescent Statement of Purpose

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neave crescent

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

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registered provider

Penny Taylor FCMI, Chief Executive

Unit 6, Shelduck House
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Radford Way
Billericay
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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



Abi Fakoya Manager

74 Neave Crescent
Harold Hill
Romford RM3 8HN

Abi has worked in care since 1993, working with people with varying level of needs ranging from moderate to challenging behaviour. He has worked with people with mental health problems, complex needs and those with autistic spectrum disorder.

He became a Manager in 1997 before joining Outlook Care in 2000 to manage a challenging behaviour unit in Dagenham, before joining Neave Crescent.

Abi is a proficient and experienced manager. He has a Post Graduate Diploma in Care Policy and Management, an NVQ Level 4 in Care and the Registered Manager Award.

He has also trained staff in Positive Response, a behavioural management course, before moving to join the Infection Control team.

Abi's aim as manager is to ensure he delivers a quality, valuable service to those who come to Neave Crescent, and lead the dynamic, competent and dedicated staff team.

He firmly embraces the vision of the organisation - "People with individuals needs, living the lives they choose".

“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.

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 Neave Crescent 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 detached house in Harold Hill, Neave Crescent provides high quality services to adults with a learning disability and moderate mental health needs.

Neave Crescent is near to local shops and public transport links.

Accommodation and facilities

Neave Crescent is a spacious, wheelchair accessible single storey building which boasts 10 bedrooms, all with ensuite. Six of these bedrooms are for long stay residential care, with the remaining four are for those who require respite care.

Each area has its own lounge, dining area and kitchen, equipped with a microwave, fridge, cooker, as well as separate laundry facilities.

Most areas have a Tunstall call system connected including all the rooms which aids rapid response communication with staff. The home allows greater privacy for visits and activities.

Service users also enjoy use of the established, desinged rear garden complete with patio and shed.

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 Neave Crescent 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 Neave Crescent 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 Neave Crescent 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 Neave Crescent 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;
- activities including painting, sensory activities, massage and games;

- support and assistance to ensure service users keep in contact with relatives, friends and representatives;
- 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 Neave Crescent. However, emergency respite admissions are accepted in line with the Outlook Care respite policy.

Admission criteria

Neave Crescent provides accommodation and support in a registered care setting to men and women between the ages of 18 and 65 on admission. The home also offers a variation for service users over the age of 65.

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

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



Neave Crescent staff

Staff at Neave Crescent are fully trained support workers who have completed training in:

- First Aid;
- Health and Safety;
- manual handling;
- fire training;
- food and hygiene;
- safeguarding adults;
- 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 69% of staff hold a current NVQ qualification.



Home Manager

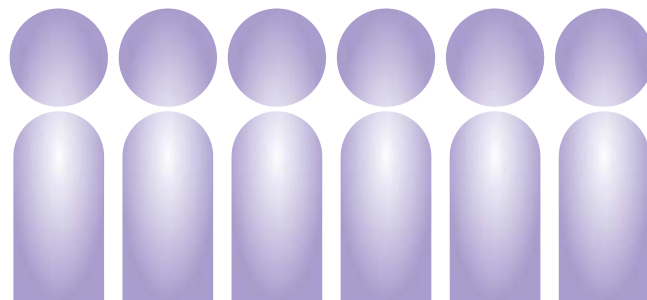


Deputy Home Manager

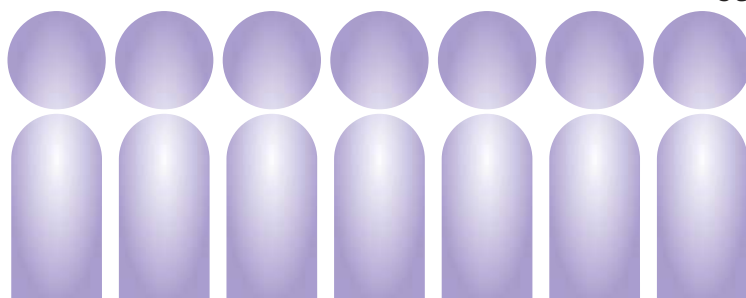
Neave Crescent structure

The staff team at Neave Crescent includes a Manager, Deputy Manager, three Senior Residential Care Officers and 13 Residential Care Officers who have extensive experience within learning disability services.

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



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 Neave Crescent 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 Neave Crescent, 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

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

Spiritual and cultural needs

Service users at Neave Crescent 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 Neave Crescent 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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223 Pentonville Road
London
N1 9NG

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Fax: 020 7239 0309
Email: enquiries.london@cqc.org.uk

Local learning disability team

Community Learning Disability Team
The Billet Lane
Hornchurch
Essex RM11 1XL

Tel: 01708 433 446
Fax: 01708 434 358



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