

NSI E-NEWSLETTER

March 2023

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- Growing our portfolio, 3 new homes!
- 'Success' stories about our young people.
- Training and Personal Development
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Welcome to Next Step Independence's Spring 2023 e-newsletter

Well 2023 is off to a flying start!

We have some fantastic news and updates to share with you, relating to the wonderful children and young people we support, our teams, our homes and our business.

Please take a moment to read what's been happening and we look forward to having the opportunity to work with you during 2023.

"A special thank you to all the lovely placement teams and stakeholders we work with across the different Local Authorities! "



Making time to talk about Mental Health

NSI made space for Mental Health by supporting Time to Talk Day on 2nd February.

Our staff gathered between 11am to 12pm for a virtual and in-person 'coffee and cake' morning on 2nd February.

Over 30 people including directors, home managers and their team members and staff from across the business took part in this event, online and in person and lots of cake was consumed!

We are lucky to have a number of talented bakers amongst the team and one of them made some delicious lemon meringue cupcakes for everyone to enjoy!

We know talking about mental health isn't easy, but we know that a conversation has the power to change lives, and we know the more conversations we have, the better life is for everyone. So, let's keep talking...

Two members of our team are planning a two-day walking challenge along the South West Coast Path, to raise awareness and funds for a Mental Health charity. Look out for updates via our social media channels!

"It is not how much you do, but how much love you put into the doing that matters."



Growing our portfolio and we are pleased to introduce you to 3 new homes.

In Wiltshire

Marden Lodge in Calne, Wiltshire is due to be an Ofsted Registered Children's Home and will be our 3rd home in the area. As with our other Registered Children's homes, will provide a safe and caring environment for up to two children aged 8-18.

The home is an impressive, detached house, located within a modern estate and within walking distance of Calne town centre. It is close to all local amenities including excellent transport links and a variety of mainstream and alternative education providers.

The small, dedicated team, led by our highly experienced home manager, Keiran Dunn, will bring together a host of skills and experience to provide 1-1 support and encourage our children to settle, develop positive and enriching routines and flourish.

The children in our home, can aspire to a positive future, and we support them to become confident and valued members of their local community and to have access to enriching and inspiring education and social opportunities.



"Ensuring our children are able to play, learn and to have fun, to feel valued and loved, to grow in self-confidence and to be happy."

In Devon

We have two new homes coming into our Devon portfolio; A 16+ Semi-Independent Home and a 'coming soon' Registered Children's Home.

The new 16+ home is located in Bradninch and will provide a nurturing environment for 2 young people aged 16-18 who are looking to gain their independence.

The home is set on the outskirts of the village, but on a main bus route and within walking distance to the local shops. It's within a 30 min bus journey to Exeter, making it an ideal base for our young people who may be seeking employment or wishing to attend Exeter College.

We also have a 'coming soon' Registered Children's Home in Willand. Kendor House, will provide a safe and caring environment for up to two children aged 8-18.

The home is a large detached bungalow, located within an established estate and within walking distance of a mainstream secondary school. It is close to all local amenities and has good transport links to nearby towns; Tiverton and Cullompton.

Both homes are undergoing full refurbishments to make them NSI homes. We will share more details and photos once the homes are ready.



"Kendor House will be NSI's first Registered Children's home in Devon."

We love sharing 'Success' stories about our wonderful children and young people!

In our Devon homes...

One young person has achieved 3 distinctions for her College course work, even though she has struggled with her mental health and questioned whether to continue doing the course.

The home team have been encouraging her to stay at College and continue with the work and to celebrate this amazing achievement, they bought her cards, flowers and enjoyed a meal of her choice, a roast dinner together. Yum!

One young person has been promoted at work and is to become a Crew Trainer at McDonalds. This represents a fantastic achievement and a new chapter in her career, along with a pay rise!

The whole team are super proud of her commitment to the job, that she has been doing for over a year, especially as she has been feeling emotional and unsettled about the next stage of her journey to independence.

"When you feel like quitting, remember why you started."



In our Somerset homes...

One young person who was with us for over 18 months, has now successfully moved out, having gained the independent skills he needed.

He now has his own flat in supported living, and continues to commute to Bridgwater College to attend his course on Animal Welfare. He has always had a passion for animals and wants to become a warden for RSPCA! The home team are incredibly proud of his achievements.

In our Wiltshire homes...

One young person has been having difficulties with his studies, running up to his exams. The home team identified a suitable course; English functional skills level 2, that would support and help him achieve the qualification he needs to enrol onto his apprenticeship.

He recently started this course, and has received some amazing feedback from his tutor, who feels he is ready to be put forward for the exam and will pass this with flying colours! In response to this, our young person, beamed and said how much he has enjoyed this course as it provided him with 1-2-1 learning. He said he has learned more in the last few weeks, than his whole year in his school English class!

He is very proud of this, as are the home team, for sticking with it and not giving up!

*"A little progress
each day adds up to
big results."*



Training & professional development is key to our success as we grow.

In Training

This years training programme for support teams is underway with a full schedule of face-2-face courses arranged until June.

Topics includes Fire Awareness, Emergency First Aid, First Aid at Work (RQF), Safeguarding Level 2, Safeguarding Level 5, Managing Challenging Behaviour and De-escalation, PACE, Child Criminal Exploitation (CCE) and Safe Handling of Medication.

Our face-2-face training is only part of the overall learning that our new and existing team members complete.

All our staff begin their training with over 20 online courses, which are completed within month 1 to 3 of their 6 month probation. These are refreshed annually or every 2 years, depending on the topic.

Our online training is delivered by an accredited training provider, The Training Hub, who provide courses on over 600 mandatory and specialist subjects.

"Learning never exhausts the mind."

Training

developing the skills, employees need to perform improve their performance skills, and abilities, specif

In Personal Development

As we grow and open new homes, we firmly believe in developing our next generation of Managers, Assistant Managers and Seniors from within our existing team. This is very much part of NSI's vision and values.

A number of our Home Managers and Assistant Managers originally joined NSI as support workers. Through hard work and personal development opportunities, they have gained the skills required to progress their careers with NSI.

We offer all our support teams the opportunity to undertake an apprenticeship in Level 4 and Level 5 in CYP and families. This is paid for by NSI under the apprenticeship scheme, funded by the Government.

We are also fortunate to have a vast wealth of knowledge amongst our Managers and Directors - more than 150 years combined! We use this amazing internal resource to train our teams on a number of topics including Autism, ADHD and PDA to name a few.

All of the above, ensures that each of our home teams are trained and share our passion and commitment to keeping our children, young people and themselves safe.

"Leadership and learning are indispensable to each other."



NSI's new Staff Forum and a New HR Manager!

New to NSI is a Staff Forum - created to give every team member the chance to be part of NSI's ongoing growth and development ambitions.

The forum is made up of representatives from each area of the business. The forum will meet regularly to discuss a variety of topics and the first get-together is later this month.

The creation of this forum, along with the recent appointment of an experienced HR Manager, reflects how fast NSI has grown over the past 8 years, and more importantly, how we intend to include the views of our team, as we grow and develop.

Claire Parker, is our new HR Manager and she brings to NSI a wealth of HR knowledge and experience (over 20 years), along with a shared passion and commitment in the work we do; supporting children and young people to feel safe, settled in a place they can call home.



*"The strength of the team is each individual member.
The strength of each member is the team."*

Are you looking for new quality services in your area?

At NSI, we have built our reputation on delivering quality services for children and young people aged 8-18 years throughout Devon, Somerset and Wiltshire and we are still expanding further afield.

Through ongoing collaboration with our local authority commissioning colleagues we continue to identify areas in which to develop our offering further.

If you are looking to develop services within your own area then we would like to speak with you.

Please contact Judith Beaumont on 07387 416924 or email her at judith.beaumont@nextstepindependence.co.uk

For our latest news and stories visit www.nextstepindependence.co.uk

"Coming together is a beginning, staying together is progress, and working together is success"

