

NSI

E-NEWSLETTER

January 2024



As we step into a new year, it is a perfect time for us to reflect on the changes and achievements we experienced in 2023, and how these milestones will shape the future of our organisation in the coming year.

We are an energetic and dynamic business with ambitious growth plans for 2024. However, the realisation of these plans is only possible because of the invaluable partnerships we have with you, our stakeholders.

It is through these partnerships that we have been able to offer safe and nurturing environments for our children and young people - a place that they can call home.

Looking ahead to 2024, we are optimistic about the possibilities that lie before us. We aim to not only strengthen our existing partnerships, but also forge new ones that will expand our ability to support more children and young people across the Southwest of England and further afield.

By collaborating with like-minded organisations and individuals, we can leverage their expertise and resources to enhance and be creative with our training programmes, recruitment needs, well-being and retention of our staff. Which in turn, will enable us to provide even better care and support to our children and young people, empowering them to thrive and succeed.

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



In 2023, we reached significant milestones that have laid the foundation for our future success:

3 new homes and a fourth one is soon to open...

Registered Children's home: Marden Lodge in Wiltshire, Registered Children's home: Starlings in Swindon, Supported Accommodation home: Beacon View in Mid Devon and 'Soon to open' Registered Children's home in Bridgwater.

Our breadth and depth of relationships

In 2023, with engaged with more than 30 different local authorities from deepest Cornwall to Surrey.

A Staff Forum, giving our staff a voice

Our Staff Forum utilises our in-house expertise to bring new ideas and insight to the boardroom agenda. Last year the positive outcomes of our forum led to the appointment of a Learning and Enablement Manager, a new salary structure, enhanced staff benefits and an internal programme of events, mindful and well-being activities that everyone benefits from.

New Training Platform

With over 100 staff onboard and new team members joining, we invested in a new online Training system with CareShield. This platform not only meets the needs of our organisation today, but it has the capacity to support our training as our business grows. It brings all our different training channels together and captures them in one place, making our reporting and tracking of training more efficient and compliant.

Broadening our senior management structure

Our senior management team now includes an experienced HR person, who introduced a number of key changes and enhancements including an Employee Assistance Programme (EAP) a free benefit available to all staff and their immediate families 24/7 and a maternity and paternity package for staff members. With the new regulations coming in for Supported Accommodation homes this year, we also appointed a dedicated registered services operations manager, who is named on our Ofsted registration for our Supported Accommodation homes.

*"Real change, enduring change,
happens one step at a time."*



In order to achieve our expansion goals for 2024, we will be developing a comprehensive strategy that focuses on key areas of growth.

We have opened a second office in Chippenham, giving us a presence in a prime M4 corridor location for meetings and to use for training our staff.

Our commitment to our young people

We are launching an innovative 'Independence Skills Workshop' programme that will equip our young people with specific skills and information they need to thrive in today's world.

Our commitment to our staff

We actively seek feedback from our staff and use it to refine and enhance our training programmes, our work ethics and benefits. By constantly evolving and adapting, we can stay at the forefront of best practices in our industry.

Our commitment to our stakeholders

We are committed to nurturing and expanding our partnerships with our stakeholders, so together we can achieve our vision and values of providing a safe and happy home and creating brighter futures for our children and young people in the year ahead.

If you are looking to develop more services within your own area, then please contact Judith Beaumont on 07387 416924 or email judith.beaumont@nextstepindependence.co.uk to arrange a meeting.

If you would like to receive our weekly vacancy updates please email louise.barrett@nextstepindependence.co.uk

For our latest news and stories visit www.nextstepindependence.co.uk or follow us on our social media pages.



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

