



HONEYDEW HEALTHCARE LTD'S TRANSITION TO INDEPENDENCE





Welcome to Honeydew Healthcare Ltd

Dear reader,

Thank you for taking time to review Honeydew Healthcare Ltd.'s Transition to Independence services brochure detailing the support and care we offer 16+ young adults.

Honeydew Healthcare Ltd (HHC) is an independent care organisation for adults and young adults in need of social care, HHC is a private limited company incorporated in England and Wales on 25th November 2014 under the Companies Act 2006. The company number is 09327188.

Honeydew Healthcare Ltd (HHC) aims to provide high quality compassionate care and support to people who are unable to look after themselves in their own homes, at a time convenient to them and also through 16+ Transition to Independence.

In order to do this, we work to understand the benefits and the positive effects this has on a person's quality of life.

We work collaboratively with multi-disciplinary teams and in partnership with local authorities/health and social care trusts and the community to offer the best support to our service users which is designed to help them achieve their individual needs.

TRANSITION TO INDEPENDENCE

Goals

Honeydew Healthcare's Transition to Independence goal is to invest in the future of our service delivery plan which is individually tailored to complement a progressive society by directly supporting young people achieve better outcomes. In order for us to achieve this, we will concentrate our effort and resources on eight developmental programmes designed around vital young people's outcomes.

Home Away from Home

Typically, we are deliberate in our choice of homes and neighbourhood (location). Our first home is a medium modern, three-bedroom home situated within an established community in West Midlands. Our home is suitably sized and nestled in a leafy, quiet suburb located in Dudley North, close to a web of amenities.

It's important to note that life for our young people once they get into our homes, will never be the same. It will be a far cry from the past experiences synonymous with institutional and often confined living. Our young people's homes are organised, furnished and decorated with such a combination of rigor, passion and style that's meant to create warmth, sense of belonging and inspiration to the residents.



Welcome to Honeydew Healthcare Ltd

Involving and Inspiring Our Young Through Their Environment

The living environment, their personal person and shared spaces complemented with innovative personalised programs of support will channel energy of progression and desire to do better, think better and achieve better outcomes towards our young people.

Our young people have their own personal and private bedrooms which are modern, light and airy. They are supported to contribute towards decorating their own rooms and will be consulted when redecorating the communal spaces. This is vital in securing their sense belonging and self-worthy, whilst acknowledging their effort would inspire them to be responsible.



Our Homes Provide Flexibility—Choice Facilitation

Whilst we encourage young people to socialise, share and mix, we understand that privacy is just equal as important to them. Communal spaces will include the kitchen, living and utility room.

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Therapeutic Environment

At HTI we believe open spaces and sensory gardens go a long way towards making people live happier, healthier and more meaningful lives owing to their therapeutic aspects. Gardens are historically believed to reinforce a sense of setting and self-identity. All our homes come with well-maintained gardens and where appropriate we provide sensory gardens. As well as allowing young people an open space to retreat to, the gardens are also areas of communal activity where they sit and enjoy the sun or indulge in some summer barbeques or play softball games.



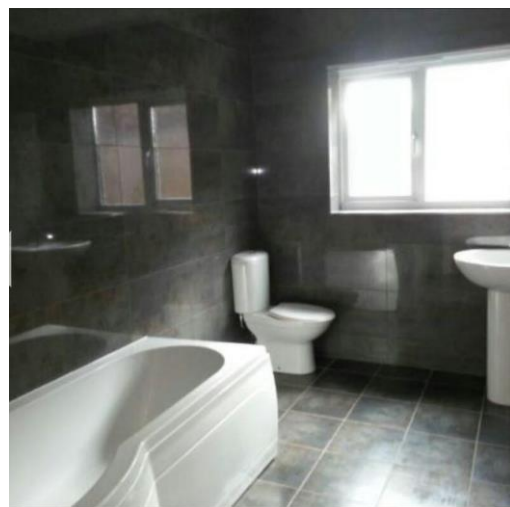
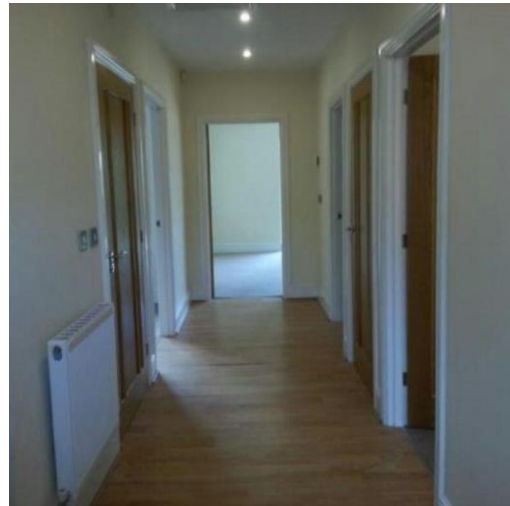
Where it's safe, we will dedicate portions of the open spaces/gardens for our young people who wish to expend their energy partaking in some controlled horticulture activities as a means of expressing their feelings, emotions or sense of creativity.

HOME PROVISIONS

It's standard in our homes that our young people should enjoy access to resources and provisions any average young person living in Great Britain in a stable homestead has.

HTI homes comes with:

- Unlimited Free Wi-Fi
- Flat screen TV with sky (communal area)
- Blue Ray Player (communal area)
- Play Station (communal area)
- Access to landline phone (only for emergencies)
- Lounge suite (sofas)
- Dining room suite
- Fridge/freezer
- Toaster
- Microwave
- Washing machine and dryer
- Iron and ironing board
- Garden chairs
- Single bed, wardrobe, chest of drawers, chair and study desk (own rooms)



STAFF PROVISIONS

Our homes have a working office environment and meeting area as well as staff sleep-in provisions. The offices are equipped with desktop PCs or laptops, printers/scanner and secure filing cabinets.



SAFETY AND INSURANCES

Our priority and responsibility is that of ensuring health & safety of young people and our staff is never compromised at any cost. We have necessary health & safety checks by professionally qualified experts whose recommendations we promptly implement and maintain. Where relevant, we have HMO licenses. First Aid boxes are maintained and regularly checked. HTI also hold insurance that goes above national minimum standards.

AMENITIES

All our homes are strategically located to ensure ease access to a wide range of amenities including parks, supermarkets, local shops, sixth forms, colleges, libraries, gyms, leisure and health facilities as well as a robust local transport network, including buses and trains.

SUPPORTING OUR YOUNG PEOPLE

Preparation for Adulthood and Independence is what we do best. Our primary task is to assist young people to develop practical, emotional, relationship, resilience and financial skills to achieve a successful transition from care to independent living, within a safe caring framework.

We understand that learning and assimilation of skills is a gradual process which takes a long time before an individual becomes knowledgeable and confident enough to apply the skills learnt into their day to day living.

As an organisation, we are also aware that for most of our young people who grew up in care, their best chance to learn independent skills is the two years' transition age of 16 and 18 years of age. This is very short. As a result, we have made sure that our programmes of support are SMART in order that young people do not feel over swamped and have a best chance to achieve their outcomes. These outcomes and targets are developed around ensuring our young people:

- Are healthy;
- Stay Safe;
- Enjoy and achieve;
- Make a positive contribution and
- Achieve economic well-being



Our homes and the facilities we provide are complementary to our robust Placement Plans and as a package they set an ideal stage for progression and allows our young people to regain self-esteem, be comfortable, stay safe and focus on the skills, attitudes, and behaviours prerequisite to achieving independent living.



SUPPORTING OUR YOUNG PEOPLE

Home sustenance – this area of support encourages young people to learn through partaking and observation basic skills vital for one to maintain simple household rules as well as observing boundaries. A Residents’ Behaviour Charter will help young people to have a general understanding of expected behaviour. This prepares them to appreciate tenancy agreements beyond 18 years of age when they live independently.

Understanding Money – knowing how to be responsible with money, prioritising, budgeting, shopping and saving are crucial aspects independent living. Our young people will each receive a weekly subsistence allowance from their local authorities. Young people will be supported to learn how to budget their allowances and plan their shopping at the same time be encouraged to learn to save a part of it so that these repeated acts gradually become habits which they will find useful when they live independently.

Education & Training – Through colleges we will encourage and support our young people to continue their education and training in areas of their chosen interests in order to enhance their chances of employment.

Apprenticeship – we understand that formal education and class based learning might not be ideal to other young people due to past experiences and personal circumstances. However, this does not mean that an individual is totally opposed to some structures learning which develops and enhances their skills in certain professions of their choice. We work with local providers to support our young people to apply and partake in apprenticeships.



SUPPORTING OUR YOUNG PEOPLE

Employment – we have qualified and experienced staff who are able to support young people to develop reliable employability skills to enhance their chances of employment. Young people will be supported to prepare their C.Vs, job applications, prepare for interviews (if necessary supported during interviews), and also groomed to be accomplished future employees through programmes targeted towards helping them with such skills as organisation, presentation, communication, team working, time management, etc. We also work with local organisations, both private and charitable who will support our young people with work experience opportunities.

Community based activities – some young people prefer furthering their interests through community based activities, musical groups, sporting activities and art and theatre. We engage and support them to nurture and further their areas of interest.

Health and self-care – every young person will be supported to register with a local GP and Dental Practice within two weeks of starting their placements. We also ensure that they attend and are responsible for keeping appointments, accessing various important health screening clinics. Young people are also supported and encouraged to maintain good personal care including oral hygiene.

Regular Meals - in our homes, we encourage young people to have at least one cooked meal a day and to drink regularly. We understand that cooking might not be easy for many young people and sometimes trying new things maybe uncomfortable to many. Our staff are experienced and have necessary skills to support young people with their learning how to cook and prepare a variety of meals. Gradually young people will become confident enough to cook a meal for themselves without any support or supervision.

SUPPORTING OUR YOUNG PEOPLE

Sustaining relationships – maintaining regular contact with relatives and family is key to every individual’s wellbeing and mental health. Young people will be supported to maintain contact with family members, relatives and friends. We understand though that sometimes such contact may need to be supervised depending on individual circumstances, however in most cases this will be informed by individual social workers.

Travel Training – for those young people who may find it daunting to figure out how to manage travelling independently, our staff will provide travel training which will include understanding routes, planning your journey, contact with strangers, seeking help and travelling timetables. The training will also include a number of escorting depending on an individual until such a time they are confident enough to travel on their own.

Communication – in order to maintain contact, it is vital that young people have their own mobile phones. This will enable both staff and the young individual to establish contact and update on situation when they are away from home. Young people will have mobile numbers for all staff on duty, the manager and the home landline with them at all times.





OUR TEAM

Key to our recruitment strategy is our ability to get people with the 'right' attitude. Equally as important is our dedication to providing necessary tools and resources towards our staff. We are committed to keeping our staff highly motivated as will be evident in our staff retention ratios.

Staff retention guarantees stability and continuity of service provision to our young person. Our staff enjoy competitive rates of pay and comparatively favourable a working environment.

Our recruitment procedures are robust to ensure that those we engage to work with our young people are qualified, experienced and undergo our in-house induction program. All staff must have an Enhanced DBS clearance and satisfactory professional and character references before they are offered contract.

Our effective training strategy ensures that we have a suitably skilled and trained workforce. This covers, Essential; Core and Foundation training.

We maintain a training matrix setting out the courses that each member of staff has completed and the frequency that courses should be repeated. As a minimum all staff will have attended recognised and approved;

- child protection/safeguarding training;
- substance and alcohol misuse training;
- managing risk training and
- child and adolescent development training (related to preparation for independence and the transition to adulthood (leaving care).

Depending on the level of need of the young people placed within a particular home, our staff will be expected to have specialist and advanced skills to help support them throughout their transition.



CONTACT US

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