



AKERMAN CARE

Statement of Purpose

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Mission Statement

Akerman Care Limited's mission is to provide exceptional supported living for adults with autism spectrum disorders, learning disabilities and mental health problems. We are committed to fostering an inclusive and supportive environment that upholds and safeguards the equality, dignity and rights of each service user.

Our dedicated and experienced team will deliver truly personalised and strength-based care and support package that is directed and planned in partnership with each service user.

Service users are central to organisation design, decision-making and empowered to direct and dictate their support. It is our aim to enable and empower individuals to reach their fullest potential, whilst promoting wellbeing and personal growth and development. We truly believe in the importance of community and social inclusion, respect and collaborative working.

It is imperative for all who use Akerman Care's services to feel accepted and integral members of the community in which they live. We actively engage with each individual, their families, and the wider community to create a nurturing environment where every person can thrive and progress.

Values:

- 1. Empowerment:** We believe in empowering our service users to take charge of their lives and pursue their goals with confidence.
- 2. Inclusivity:** We are committed to creating an inclusive environment that respects and embraces the diversity of all individuals.
- 3. Compassion:** We approach every interaction with empathy and understanding, recognising the unique challenges faced by our service users.

4. **Collaboration:** We value teamwork and partner with service users, families, and community resources to provide holistic support.
5. **Integrity:** We operate with transparency and accountability, maintaining the highest ethical standards in all our practices.
6. **Innovation:** We strive to continuously improve and adapt our services through innovative approaches that meet the evolving needs of our service users and external environments.
7. **Respect:** We treat every individual with dignity, recognising their rights, choices, and individuality.

Aims and objectives:

1. **Enhance Independence:** To empower service users to develop the skills necessary for independent living and self-sufficiency.
2. **Promote Social Inclusion:** To create opportunities for service users to engage with their communities and build meaningful relationships.
3. **Provide Tailored Support:** To offer personalised programs and care plans that address the unique needs and abilities of each person.
4. **Facilitate Skill Development:** To help service users acquire essential life skills that enable them to navigate everyday situations more effectively.
5. **Raise Awareness:** To increase understanding of autism spectrum disorders and learning disabilities in the broader community.
6. **Enhance Quality of Life:** To improve the overall quality of life for service users by fostering emotional well-being and personal fulfilment.
7. **Encourage Lifelong Learning:** To promote continuous learning and skill development that empowers service users to adapt to changing environments.
8. **Provide Advocacy:** To serve as advocates for individuals with autism spectrum disorders and learning disabilities and mental health problems, ensuring their voices are heard and needs are met.
9. **Promote Health and Well-Being:** To encourage physical and mental wellbeing through wellness programs and healthy lifestyle choices.
10. **Foster Personal Growth:** To create a nurturing environment that supports personal growth and self-discovery.

Objectives:

1. **Individualised Plans:** Develop and implement person centred support and care plans for each service user in collaboration with local authorities and community services.
2. **Activity Participation:** Encourage our service users to actively participate in community-based activities, of their choice, designed to promote social skills and independence.
3. **Family Involvement:** Create opportunities for family engagement and support by hosting workshops and information sessions.
4. **Community Partnerships:** Establish partnerships with local organisations and businesses to expand resources and opportunities available to our service users.
5. **Service User Feedback:** Establish a feedback system through service user meetings to gather input regarding their experiences and areas for improvement.
6. **Open and Transparent:** Establish a culture that encourages service users and staff to voice concerns, suggestions, or feedback without fear of repercussions, and review this policy annually to ensure its effectiveness.
7. **Service User Collaboration:** To implement personalised intervention strategies tailored to individual assessments, with continuous evaluations. Regular discussions are held with service users regarding their support plans, goals, aspirations, and progress. Service users play a central role in these meetings, providing input on how their support is delivered.
8. **Creating Opportunities:** To offer creative opportunities for service users to express and cultivate their unique identities, while prioritising their welfare and safety. Health and well-being plans will be established to reflect and foster the likes, dislikes, goals, and ambitions of our service users.

Staff Training and Confidence

To enhance staff training and development, ensuring that our teams possess the necessary skills and knowledge to provide specialised care and support. Training extends to mental health awareness and diagnosis specific training to ensure that all employees have in-depth underpinning knowledge of different conditions and the traits and characteristics of such.

It is a residential property that has been redesigned on a quiet residential road. We will work with commissioners to design internally to align with the recommendations set out in Right Support, Right Care, Right Culture.

We are proposing a maximum of 6 people will live in this building. Each bedroom has an en-suite bathroom.

The property also includes a large communal kitchen and living area, quiet break out room, outside areas and private spaces for discussions between service users and care and support colleagues. We

have decided to limit the number of people who can reside at the property so attention can be drawn to larger communal areas and mentioned necessary facilities, such as a quiet room. We understand the importance of social and environmental factors and the impact such can have on wellbeing and behaviour. The décor and design of the property will be underpinned by contemporary guidance for supporting people with autism, learning disabilities and co-occurring conditions.

We at Akerman Care Ltd are a strong advocate for co-production and ensuring that people are empowered to contribute to organisational design and decision-making. Therefore, the views of people using the service will be sought to ensure that their home reflects their wishes and preferences in terms of décor and design.

High quality and Conducive Accommodation

1. Safe and Suitable Accommodation: To provide accommodation that meets people's needs.

- **Adherence to the Real tenancy test:** Tenancy agreements and support arrangements will be distinct and separate and service users will have a genuine say in who they share their home with and what happens in their home.
- **Reach standards:** Service users will be genuinely involved in recruitment and selection processes for their support staff and authentically empowered to arrive at their decisions in terms of support. Measures will include, application forms, interviews, criteria/specification matching. Service users will have a genuine say in who they share their home with.
- **Tenancy Support:** Assist with maintaining a tenancy. Financial support with paying bills, accessing rights, applying for benefits, and resolving tenancy/accommodation issues.
- **Compatibility:** Ensuring that individuals who live together are socially compatible and have a say in who they share their home with. Compatibility and impact assessments will be conducted prior to the agreement of a tenancy, which will be underpinned by a 'new housemate' criteria/checklist.

2. Personal Care and support with activities of daily living

- **Daily Living Support:** This includes help with activities of daily living (ADLs), such as dressing, eating, and mobility, depending on assessed level of need.
- **Medication Management:** To assist with the management and administration of medications, ensuring the individual has access to medicine (if/where prescribed) and to ensure that individuals understand and can access their rights and freedoms in relation to medicine, in line with initiatives such as STOMP.
- **Medical Appointments:** This includes support to attend medical appointments.

3. Social and Emotional Support

- **Building and optimising Independence:** To work in partnership with individuals to develop activities of daily living skills, such as cooking, budgeting, shopping, and managing a social network.
- **Social Engagement and community inclusion:** To encourage and facilitate opportunities for individuals to participate in community activities, socialising with friends and family, and fostering relationships to overcome and prevent social isolation.

4. Health and Wellbeing Support

- **Monitoring Health:** Supporting with healthcare needs, including organising medical appointments and supporting physical or mental health needs.
- **Nutritional Support:** Ensuring that individuals are getting the proper nutrition and assistance in meal planning and preparation.
- **Physical health needs:** Supporting and empowering improvements to wellbeing through support, signposting, and education.
- **Positive risk culture:** Supporting and promoting choice and helping individuals make appropriate decisions with regard to their health.

5. Employment and Education Support

- **Education and training:** To support and empower individuals to find paid employment or volunteering opportunities.
- **Educational Support:** To support and empower individuals to source educational opportunities. To support all individuals, irrespective of needs, to access their rights in relation to education and employment. To proportionately advocate on behalf of individuals and work in agreed partnership.

6. Personalised Support Plans

- **Person-centred Support:** The level of care and support provided will centre around the person and their individual needs, with support plans developed in true partnership with the individual, their family and involved professionals.
- **Bespoke packages of care and support:** Support will be tailored to individual need as co-planned and delivered in accordance of the individual's needs, wishes and preferences. Support plans will be proactively reviewed and updated on a routine basis to ensure an outcome-based approach to individual need.

7. Advocacy and Empowerment

- **Rights and Advocacy:** Support is available to help individuals to understand their rights and freedoms, making informed choices, and advocating for themselves in various situations and circumstances.

8. 24/7 Support (if needed)

- **Emergency Support and Assistance:** Outside of assessed 1:1 or shared support time, support will be available in the event of an emergency or unplanned need. In addition to support at night, an on-call manager will be available to provide advice, direction, and governance along with sleep in and waking night support where needed.