



# NEWSLETTER

30<sup>th</sup> June 2024

We are excited to launch the sixth issue of our newsletter.

## WELCOME

Welcome to the latest edition of our monthly newsletter! We are excited to share some exciting news and updates from the Footsteps Family.

## HUMAN RESOURCES

HR Team: Melanie Ferreira, Sophie Russell, Katrina Chueng and Shamus Lally.

We are excited to share some information about our HR department and our responsibilities. Our HR department is dedicated to supporting all staff with various matters such as recruiting onboarding, performance management, employee relations, providing staff with opportunities to grow and helping staff to achieve success. We are here to ensure that our workplace is fair, safe and supportive for everyone. If you have any questions or need assistance, please do not hesitate to contact us at [melanie.ferreira@footstepscare.net](mailto:melanie.ferreira@footstepscare.net).

The key HR functions are:

- Recruitment and onboarding
- Performance management and personal development
- Improving employee engagement and productivity
- Creating a positive business culture
- Promoting good communication
- Adhering to legal and regulatory compliance
- Reviewing and updating policies and procedures
- Promoting a safe work environment
- Supporting staff well-being
- Contracts and benefits
- Grievance Handling

## ANNOUNCEMENTS

We celebrated the following staff birthdays this month:

- Kingsley – 5<sup>th</sup> June (the big 60)
- Jane – 8<sup>th</sup> June
- Mel – 10<sup>th</sup> June
- Rob - 11<sup>th</sup> June
- MG – 14<sup>th</sup> June
- CC - 15<sup>th</sup> June
- NH – 29<sup>th</sup> June

## OUR MISSION

**Nurturing, caring and empowering.**

We provide a nurturing, encouraging, environment which enables children and young people to feel safe and secure. Our passion and dedication drive us to support each individual to reach their highest potential. We understand that every child is different and carries a unique story which shapes the way they think, behave, and perceives the world around them.

Our person-centered care is tailored to the individual needs of each child, embracing a therapeutic approach consisting of trauma-informed practices to ensure children and young people flourish and thrive in our care. We believe it is imperative for their self-confidence that their views, wishes and feelings are valued, heard and understood.

**Your home, our home, one family.**

## OUR VISION

We endeavor to ensure every child and young person in our care feels respected, happy, safe, loved, valued, and cared for. We provide a homely environment which supports children and young people to build on their skills and abilities enabling them to develop greater independence and confidence to take them into adulthood. We are empowering children and young people with learning disabilities and additional support needs to overcome obstacles and reach their highest potential, whilst promoting welfare and wellbeing.

## VALUES

Our company values are the core principles that define who we are. We aim to create a healthy culture, within a long-lasting, successful, motivating, and safe home, where we embrace diversity and uniqueness. We celebrate great teamwork and foster an atmosphere of respect, support, positivity, and kindness.

- Family
- Opportunity
- Outcome
- Teamwork
- Success
- Transition
- Equality
- Passion
- Support

## HEALTH & WELLBEING SUPPORT

We are pleased to announce that Footsteps Care Group has engaged the services of an Employee Assistance Program. All staff members have access to the all-new Care first Zest platform provided by My Possible Self. The platform offers fully confidential Health and Wellbeing Support Services, including 24 hour fully confidential telephone counselling, with an interactive health and wellbeing management portal.

## RECRUITMENT

We currently have 6 full time support worker roles available in our Goodmayes, Leyton & Adult Homes.

If you know someone who would like to join us, please direct them to our website where they can download an application pack to complete and return to [applications@footstepscare.net](mailto:applications@footstepscare.net).

## DATES FOR THE DIARY

- 12<sup>th</sup> July – Malala Day
- 14<sup>th</sup> July – Wimbledon Finals
- 14<sup>th</sup> July – UEFA Finals
- 15<sup>th</sup> July - National Give Something Away Day
- 18<sup>th</sup> July - Nelson Mandela Day
- 21<sup>st</sup> July - National Ice Cream Day
- 31<sup>st</sup> – Harry Potter’s Birthday.

## WEBSITE

Our website is updated regularly and can be found by clicking on the following link. <https://www.footstepscaregroup.com>. Access information about the organization, important contact details, employee handbook, newsletters and the gallery.

## STAFF HANDBOOK

Please take the time to read through the staff handbook which can be found on our system, in each office and on our website.

The staff handbook contains all the HR policies.

# NEWS FROM OUR HOMES

## Adult services

It has been a busy and exciting month here in our adult service. The adults had an exhilarating time at Thriftwood, trying their hands at axe throwing. This unique activity brought out everyone's competitive spirit and was a big hit, fortunately, their aim was very good!

The pub lunches remain a favourite amongst everyone and after so many activities, nothing beats a hearty pub lunch. We have enjoyed a variety of delicious meals at local pubs, providing a perfect setting for relaxation and socialising.

With warmer weather upon us, some of us have been taking part in aqua aerobics to keep us cool whilst keeping us fit. On the subject of fitness, we have also been joining in with Zumba and yoga which has been enjoyed immensely.

Over June, we have been enjoying trips to various destinations:

- Stratford: Exploring the shopping opportunities.
- Bowling: Bowling sessions have been a fun way to combine exercise and entertainment, with everyone enjoying the friendly competition.
- Train rides: Often a favourite and enjoyed by all
- Lunches Out: Savoring meals at different restaurants and cafes.
- Weekly Swimming: Continuing with our popular weekly swimming sessions.
- Ace group: enjoys participating in the ACE group, where they engage in various creative, social, and educational activities.

A recent highlight was visiting the Crossrail Roof Garden in London. This urban oasis offered a unique blend of greenery and cityscape views, making for a delightful outing.

A visit to the Sealife Centre in Southend provided an underwater adventure where we marveled at marine life up close.

It is important to remember to enjoy the simple pleasures in life and remember that nature can offer such calm. We like to go for walks in nature and the park as well as scenic drives down the country lanes, soaking in the vast beauty of nature.



## Goodmayes Children's home

Here at our Goodmayes home, it has been wonderful to experience the beautiful sunshine over the last month and we have taken full advantage of the warmer weather by spending lots of time outdoors. The garden has been put to good use and the brand-new pool has been ordered!

The sunny days drew us out to the parks and for lots of lovely walks which we all enjoyed, particularly when there was a cold drink or ice cream in hand! We look forward to more warm weather in July (fingers crossed!)

We are excited to share that plans for our summer holiday to Butlin's are well underway! The booking process is in progress, and we are looking forward to a fantastic time filled with fun activities and unforgettable memories. Our annual holiday is always fun, and we are so excited this year and look forward to seeing what memories we will make.

Our staff team is the heart of our family. They keep everything well organised and their hard work and dedication are commendable. We are in the process of arranging an exciting team-building activity for our staff. This event aims to strengthen our bond and encourage teamwork as well as having some well-deserved fun (there may also be a little bit of healthy competitiveness!)

We are thrilled to announce the work on our new sensory room has begun. We look forward to watching it develop into a safe, calm space for our children.

One of our talented staff members is currently designing and painting our activity room. We can't wait to see the transformation and the vibrant, engaging environment it will become for our children.

The children have enjoyed a range of activities recently including a much-needed dip in the swimming pool to cool off. We also enjoyed a family in-house cinema experience which was great fun and enjoyed by all. Of course, McDonalds and eating out remains a firm favorite and we enjoyed various restaurants. We have also enjoyed a few games of bowling.

## Leyton Children's home

It has been a busy month of June and we are delighted that the weather has improved. This has allowed us lots of opportunities to venture outdoors and have fun whilst making memories together.

The children have enjoyed visiting the parks, going for walks, shopping, and a wide range of various day trips. There has also been baking and cooking.

Excitement is in the air as much as summer!

Exciting news filled the air as the young people finally made their eagerly anticipated decision on their summer holiday destinations. After much discussion and shared excitement, they chose a destination to suit their interests and all the children are really looking forward to their holidays.

In June, we celebrated Eid, a significant and joyous occasion for many of our young people. The team, with the enthusiastic help of the young people, put together a display that captured the spirit of the celebration. The event was a great success, filled with festive decorations, and delicious food, which was enjoyed by everyone.

