



The Percy Hedley Foundation



2017-2018 IMPACT REPORT

www.percyhedley.org.uk

WELCOME



*Jonathan Jowett,
Chair*

"Having been a Board member since 2012, I was honoured to be asked to lead the Trustees into a new era.

As an organisation led by the Trustees, and run by our Chief Executive and her leadership team, we remain committed to ensuring that the children and adults who choose Percy Hedley continue to have a fantastic experience.



This has been a stimulating year in which we have listened to our students, residents and families of services users and commissioners alike as we continue to develop and refine the services we provide, and the way we work together.



Legislative changes have been navigated successfully and without diverting our attention away from our core services, which continue to operate successfully and we hope strengthened the loyalty of our service users and their families.

New members of the Board have helped to broaden the skills base and brought additional energy and enthusiasm. I would like to thank the Chief Executive and her team for their work with the Trustees to determine strategy and direction to ensure the Foundation meets the challenges of the current economic climate and delivers the highest possible level of care and support to our service users."

This report is a illustrated and shortened version of our Trustees Report for 2017-18, which you can read at www.percyhedley.org.uk

WELCOME



*Carole Harder,
Chief Executive*

"These continue to be productive, if challenging, times for Percy Hedley. Closing the year in financial surplus was a great achievement, given the difficult financial environment that we operate in.

Demand remains strong across all our services and we have found ways of helping more people within the constraints of our existing resources and estate.

Building independence will continue to be a focus across all our service user groups, whether this is building social skills, living skills, or experience of the world of work.

To remain competitive and retain our reputation of being the best we need to be braver, more creative and innovative in developing and adding to our offer.

We want Percy Hedley to continue being a great place to work and we have started a conversation with staff past, present and future to identify the things that will help us retain staff and stay competitive as the priorities of our customers and commissioners continue to change.



We are collaborating with partners across all areas of our business to give our customers more choice, including working with Karbon Homes, developer of a new Independent Supported Living scheme in Forest Hall where we will provide support services to residents.

Working in this way builds our local network and helps us bring about positive change quicker - another example of how thinking differently is helping us maximise the social returns on our work."

WHO WE ARE

We make it easier for people with disabilities to **live, learn and be part of a world** adapting to difference.

We do this through:

1.

Specialist pre-school, primary, secondary and post 16 education services

2.

A further education college and a wide variety of day services for adults

3.

Residential services for all ages, transition and employability support and a range of training courses and workshops for parents and the professionals, who come to learn with us



Inspire, believe, achieve



We are an ambitious, entrepreneurial and innovative charitable business working in a person centred way to meet the **needs of people with disabilities and their families**



We provide a range of high quality and seek out opportunities to **inspire and support people with disabilities to achieve their ambitions**



We believe that working together as one Foundation we achieve more than individual services would achieve alone. Our influence will be regional, national & international.

OUR VISION



OUR PRINCIPLES



We've had some really encouraging results at inspection this year. So many of them seem to say the same thing ...

“Schools as excellent as yours are rare.”

OFSTED inspection of
Percy Hedley School,
March 2018





“...I really feel now that the staff at Percy Hedley think like I do, and are on our side ... nothing is too much bother for them.

They care the same way I do.”



SUPPORT FOR CHILDREN



Wren, 5, at Percy Hedley School

The youngest of three children, Wren is cheeky, energetic, and 'incredibly excited to come to school in the morning', according to mum Anna ...

and how many parents can say that with confidence?!

Mum, Anna: "We had been going to School for Parents since Wren was really young, so we've been coming to Percy Hedley, in one way or another, every term time week for years! Wren has cerebral palsy and uses a communication aid. She splits her time between a mainstream school and Percy Hedley School. This means she gets to spend time with the friends that she made in nursery, but she is also getting time with children that face similar challenges.

"We felt that she needed both things, and it's working very well.

"She is so excited to come to school in the morning! She loves spending time with her friends, loves her class, and is very fond of all her teachers. There is a great variety in what she can do there, including sensory and hydrotherapies, which she loves and does every week ... she gets stuck into everything!

"The standard of care, and the aspirations that the team has for Wren, is really inspiring! It can be hard for parents to keep things moving, to get the right things for children that need support ... I really feel now that the staff at Percy Hedley think like I do, and are on our side ... nothing is too much bother for them. They care the same way I do".

SUPPORT FOR CHILDREN

260 pupils

Percy Hedley School
160
Northern Counties
School **100**

All our pupils have special educational needs.



They are offered a highly differentiated curriculum, delivered by a multi-disciplinary team.



At Northern Counties School the addition of a new Forest School proved popular with students and pupils alike.

Similarly, Percy Hedley School continues to innovate. The school was rated 'Outstanding' at inspection in the summer, a testament to its integrated approach of education, therapy and care. OFSTED's Lead Inspector said the School was 'Outstanding in all aspects of its work'.



We provide children and young people's residential and short break facilities at Bradbury View (Killingworth) and Tees House ((Jesmond). These continue to be invaluable for children and their families.

1,525
night stays

1,300 at Bradbury View, 325 at Tees House

'...THIS IS THE PLACE HE NEEDS TO BE'



**Ciaran, 7,
at Northern Counties School**

According to mum Sue, Ciaran's sign language and communication skills have improved rapidly since he joined us in 2016.

"I knew Ciaran had a hearing impairment when he was first born. There were quite a few struggles in the early days, and it was really hard to try and understand what Ciaran needed.

"When I first visited Northern Counties and walked around the school and met the teachers and the children, I just knew ... I had that feeling...that this is the place he needs to be."

Ciaran's grandma Yvonne volunteers at the school twice a week and is a big fan. "Since Ciaran joined Northern Counties School he's been absolutely fantastic.

It's great ... it's actually given us confidence as adults as well - so not just for Ciaran, but for the whole family ...Ciaran's just a tiny little bit of the school, all the other kids are just as fantastic as him, all absolutely wonderful.."



Watch
Ciaran's
Story on



@percy.hedley



<https://www.percyhedley.org.uk>

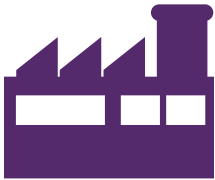
SUPPORT FOR YOUNG PEOPLE



100

fte students

At Hedleys College we are empowering students with the skills and confidence that will help them succeed in their transition into adulthood.



This year an increased focus on work-based placements and training has delivered better outcomes for our students and enabled us to get the most out of our resources. New partnerships are in place to help us do more.



College provision is supplemented with a caring and welcoming residential and respite care service at Wansbeck House.

274

night stays
for 25 young people

'FROM SHY BAIRN TO SOCIAL ORGANISER'



**Raf, 24,
at Hedleys College**

Rafique (Raf) is 24 and is a fourth year student at Hedleys College.

He now accesses the Fir Trees Programme, which is a transition programme to bridge the gap between Education and Day Services.

Raf says “I was pretty quiet when I joined. Now I've learned to speak up for myself!” Indeed, his confidence has blossomed as his achievements have racked up, and the list is long, including contributing to important accessibility audits, completing work experience in a customer-facing role at Eldon Square, and helping organise an awards evening for over 200 people. He's even danced on the floor of the Blackpool Tower – although that was Strictly for fun!

He has made the most of the opportunity here to work through the Duke of Edinburgh award, completing all three levels (Bronze, Silver and Gold), and this has nurtured a real love of the outdoors and getting out and about:

“I really enjoy our trips as you get to do exciting things and see different parts of the country ...we do a lot of them and they have made me feel a lot more comfortable about being out in the community.

“I feel much more confident than I did before I started and have made a lot of friends here. I hope the skills I have developed will help me get a job when I leave college”.

SUPPORT FOR ADULTS



Following in the footsteps of overnight sensation (and Percy Hedley School alumni) Lost Voice Guy is Alex, 32. He's lived at the Foundation's adult residence Chipchase House since 2012 and attends Hedleys Able 2 four days a week.

Like the 2018 winner of Britains Got Talent, Alex has a keen interest in comedy. He has been supported by staff at Able 2 to develop his interest in live stand-up, where he performs as Mr Joe-King.

Alex has cerebral palsy and autism but hopes his appearances at the city's live comedy venues will inspire other disabled people to chase their dreams. The support Alex has received from staff at Able 2 has been invaluable, with the team coming up with techniques to help him complete his performances.



Mr Joe King "It is a big challenge for me because of my memory loss. The staff at Able 2 have come up with ways to help me and they've been a huge driving force behind my progress.

I hope I can make people aware that you can achieve your dreams and there are no barriers to disabled people being able to perform."

SUPPORT FOR ADULTS



600
days support
each week

Over 200 adults join the Able 2 team during the week, with the team delivering over 600 days of support each week.

We refocused our community outreach service to concentrate on adults who attend the activities organised by Able 2. We are supporting more families and individuals to have good quality opportunities, which has a positive impact on their quality of life.



Our adult residential service offers accommodation and care, complimented by a range of meaningful community activities

80
residents

A word cloud of positive attributes associated with person-centred care. The words are arranged in a circular pattern, with 'supported' being the largest and most central word. Other prominent words include 'person-centred', 'caring', 'choice', 'involved', 'encouraged', 'good', 'knowledge', 'outcomes', 'skills', 'respect', 'quality', 'effective', 'understanding', 'meaningful', 'control', 'dignity', 'independence', 'personalised', 'encouraging', 'promoted', 'happy', 'support', 'enable', 'engaging', 'responsive', 'empowered', 'trust', 'proactive', 'exceptional', 'kind', 'best', 'respectful', 'strong', 'towards a', and 'section'.

This brilliant result would not have been possible without the amazing dedication from our staff and of course the wonderful people who come along to the wide range of activities we offer.



200 people attended our 'Change Attitudes Now' Conference, created to challenge the disability employment gap.

Minister for Disabled People, Work and Pensions, Sarah Newton, joined several speakers, including Baroness Tanni-Grey Thompson, who all had their say on what could be done better to get more disabled people into work.



Hedleys Employability co-ordinated; students from **Hedleys College** welcomed and assisted delegates; **Hedleys Printworks** provided the signs and banners; Barry, who attends **Hedleys Studios** at the Orion Project, interviewed some of the speakers for **Hedleys Radio**.

A great and meaningful day!



THANK YOU TO OUR SUPPORTERS



As a charity we rely on donations to support the work we do. Fundraising highlights this year included the Percy Hedley Ball, which raised £76,000, and the Great North Run, which saw 85 runners raise over £37,000.



Bringing sparkle

We need to continue to find ways to add the sparkle that local authorities can't fund. These 'extras' - whether it is new outside gym equipment for Hedleys College, or activity breaks for the children we support - create great experiences for our students and service users and build the confidence of the families that look to us for support.

OUR OUTRAGEOUS GOAL

To have **outstanding services** delivered in high quality accommodation for **all our service users**

BY 2021



We want to ensure that our core services are high quality and value for money, as this will provide the foundations and capability for future growth. Our key drivers are:

- One Foundation – a shared clear and united vision for the Foundation and services
- Shared values – to ensure we put service users at the heart of everything we do
- Business Success – continued growth to offer services to more people and their families
- Delivering high quality services – with a focus on excellence and achievement
- Strong partnerships – working together with staff and supporters to achieve great things

GET IN TOUCH WITH US



0191
266
5491



Station Road,
Forest Hall,
Newcastle
upon Tyne,
NE12 8YY



foundation
@percyhedley.org.uk



percy.
hedley