



# FOOTSTEPS CARE

Welcome to the October edition of our Footsteps Care newsletter!

As we move into the final months of the year, we're excited to share updates, celebrate recent successes, and highlight upcoming events.

This month, we also continue our 20th-anniversary celebrations, reflecting on two decades of care and community.

Inside, you'll find valuable reminders, team stories, and a few insights to keep you connected and informed.

We're grateful for everyone's dedication and look forward to a strong finish to the year.

Enjoy this month's read, and as always, thank you for being a part of our community at Footsteps Care!



## 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 endeavour 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

Family, Opportunity, Outcome, Teamwork, Success, Transition, Equality, Passion, Support.

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.

## THE CELEBRATIONS CONTINUE

We are eagerly counting down to the big night when all staff will come together to celebrate 20 years of dedication, care, and impactful services for children and young people with learning disabilities, physical disabilities, Autism, complex health needs, and additional needs. This incredible milestone speaks volumes, not only about the lives of the children and young people who we have cared for, but also about each of you who have been part of this journey through your compassion and commitment.

This promises to be an unforgettable evening! Together, we will honour the collective impact each of you has made and celebrate the hard work that has brought us to this milestone. We are also welcoming back some familiar faces from the past who have shared in this journey. It will be a wonderful opportunity to reconnect, reminisce, and share stories from every stage of our growth.

This is a night to honour the journey we've taken, the lives we've touched, and the meaningful work we do. We couldn't have reached this milestone without each of you. There will be music, dancing, delicious food and many laughs, so, let's make this celebration one to remember!

Here's to us, here's to 20 years!

### THE CHILDREN'S SAFETY EDUCATION FOUNDATION

We are happy to support The Children's Safety Education Foundation (CSEF) again this year. CSEF is committed to improving young people's lives and ensuring their safety by delivering programmes that emotionally engage individuals and inspire them to make wise choices. By doing so, they aim to significantly reduce the number of accidents, injuries, and fatalities (including child suicides) resulting from the risks and dangers young people may encounter in their daily lives.

Their digital interactive educational programme, the 'Young Persons' Guide to Bullying,' benefits primary schools. This programme explores a range of situations and is designed for use throughout an entire academic year. These scenarios reflect the children's own experiences and encourage them to help themselves and their peers understand the devastating effects of bullying.

### NEWS FROM GOODMAYES CHILDREN'S HOME

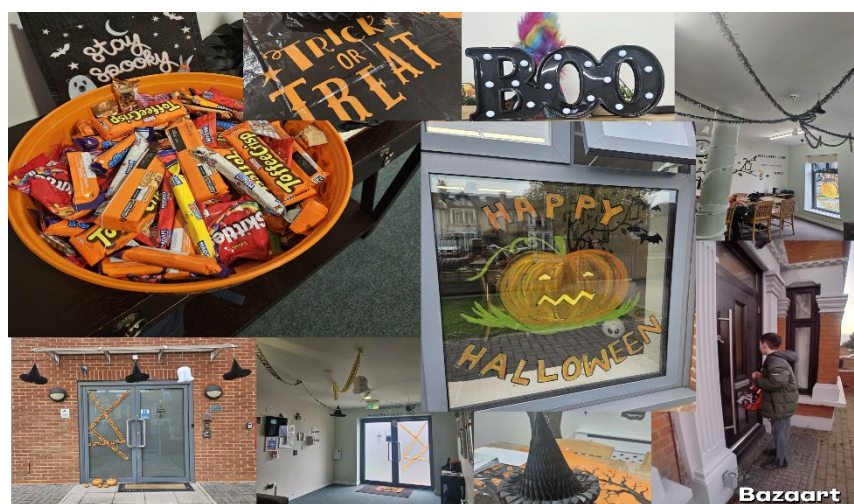
We have had an exciting month here at Goodmayes. We are still talking about the 20-year party we had and what fun it was for everyone. It's been a busy, bustling time filled with creativity and fun. October was packed with memorable events, especially as we celebrated Halloween and took full advantage of the half-term break. We have enjoyed watching the evident season changes with the beautiful colours falling all around us.

Our Halloween celebrations this year were a real treat! The children helped turn the home into a spook-tacular place with all kinds of decorations. They all looked fabulous in their costumes and staff displayed their wonderful scary, face-painting skills. Everyone played their part in getting our home Halloween-ready.

The highlight for the children was, of course, trick-or-treating! They loved going door-to-door in their costumes and receiving an impressive stash of treats and sweets. It was fantastic to see all the smiles and we shared many laughs together.

The half-term holiday was well deserved. It brought the children a welcome break and a chance for them to enjoy some down time to rest after a very busy and long term. We packed the week with outings and activities.

We visited some of our local parks, where the children enjoyed running around, playing games, and making the most of the crisp autumn air. These outdoor moments gave everyone a chance to relax, reconnect with nature, explore and discover in the outdoors, and have fun together.



The train and bus rides were a favourite as they always are. They loved watching the world go by from the window and looking out at the fabulous colours of Autumn, and the ever-changing horizon.

We enjoyed trips to the cinema, meals out, walks, and some children enjoyed the play scheme where they were participated in many great activities. With the holiday season on the horizon, children have already started writing their Christmas lists! We are planning to have another wonderful Christmas together where we will make and share amazing memories.

## NEWS FROM LEYTON CHILDREN'S HOME

Well, Autumn certainly is upon us. We have witnessed the changing colours of the world around us and the children have enjoyed observing these changes during outdoor activities.

We have been busy here at Ambleside and we have enjoyed the well-earned holidays.

A highlight this month was visiting the British Royal Air Museum. The children were thrilled to explore aviation history up close and were excited to sit in a real Spitfire! It was a very interesting day and our children learnt lots of new facts. It was an experience that was enjoyed by everyone.

During the school break, the children had a chance to relax which was well deserved after a long busy term. We enjoyed many activities. The children enjoyed lots of creating wonderful pieces of art. We have been busy sticking and painting. We baked some delicious treats and enjoyed time outdoors in the parks.

Halloween was a huge success this year! The children were buzzing with excitement as they decorated the home in spooky style, and they all looked fantastic in their costumes. Everyone's creativity shone as they embraced the Halloween spirit. The party was full of games, treats, and plenty of laughter, making it a special day for all.

As we move forward towards December, we're looking forward to more seasonal activities and opportunities to make cherished memories together. A special thank you to all the staff for all their hard work and efforts over the holidays and for making them so special for the children.

## NEWS FROM GOODMAYES ADULT SUPPORT

It has been a good month here in our adult services.

We have enjoyed our usual trips out to eat at our favourite restaurants. The clients like trying new foods and discovering Flavours from different cultures, as well as visiting some familiar favourites.

Some of our young adults have enjoyed exploring by bus and train. This is always a favourite activity for some of our adults. They enjoy watching the scenery whizzing past a train window. These outings offer the opportunity for the adults to feel independent and experience public transportation, and we even spotted a few of the city's landmarks along the way. The anticipation of each journey and the excitement of reaching our destinations brought much joy.

There have been plenty of shopping trips, offering our young adults the opportunity to make choices and express their personal style. These trips encouraged independence as they made choices and decisions and practiced managing a budget (with a little help, of course!).

We also took a fantastic trip to the Barbican Centre, where we got to experience the arts in a hands-on way. From exploring the gallery spaces to viewing an art exhibit, with everyone finding something they enjoyed and connected with. The Barbican was a great way This was to learn about culture and creativity.

As usual we have attended The ACE group and enjoyed the many activities on offer. The ACE Group is a social enterprise providing outstanding opportunities for people with disabilities in Thurrock and throughout Essex. It is well worth exploring, our young adults certainly love it!



## 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 full time support worker roles available in our Goodmayes & Leyton. 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)

## 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.

## WEBSITE

Our website is regularly updated. To access information about the organisation, important contact details, employee handbook, newsletters and the gallery, please follow the link below.  
<https://www.footstepscaregroup.com>

## DATES FOR THE DIARY

- Nov 5** – Guy Fawkes Night
- Nov 9** – 20<sup>th</sup> Birthday celebration
- Nov 10** – Remembrance Day
- Nov 12** – Odd Sock Day
- Nov 15** – Children in Need
- Nov 20** – World's Children's Day
- Nov 28** – Thanksgiving
- Nov 30** – St Andrew's Day

## EMPLOYEE FEEDBACK – WHY DO YOU ENJOY WORKING AT FOOTSTEPS CARE?

- Staff are very friendly, helpful and some have a great wealth of knowledge which they pass on to others.
- The organisation has been an encouraging organisation that considers the needs and concerns of young people.
- Our induction program is incredible.
- Our area manager consistently visits our service regularly, promptly addressing and resolving any issues that arise.
- Our housing maintenance is very active, I think.
- Footsteps Care is driven by the company values.
- Managers are hardworking and committed.
- The young people's needs are being met.
- The company has a clear vision and mission.
- The HR department always operates promptly, addressing matters as soon as possible.
- Training is good and very informative.
- The young people are ever well looked after.
- Some of the seniors have a lot of great knowledge and are willing to share and pass it on. They help other staff members when needed.
- Managers are there if I need them.
- I feel the area manager goes above and beyond to ensure that we are well supported within the service.
- With the support of the team, we scale through those challenging moments.
- Working as a team with the most wonderful people.
- I enjoy working for Footsteps because the management listens and assists in making our jobs easier.
- I feel well-supported by the senior team.
- It's like a family.
- Staff work in collaboration to ensure that each person's needs are met.
- The area manager is very good at looking at things from every aspect and I feel I have and will learn a lot from her.
- I have all the training I need offered to me.
- It is refreshing to see that issues are dealt with at the earliest possible moment once you have logged it on the maintenance log.
- Our incredibly friendly manager efficiently resolves any issues that arise, often within minutes.
- Footsteps Care is accommodating to my additional needs as an employee.
- I learn from my senior team every day.
- I feel respected and valued.
- Footsteps Care is a family.
- Footsteps Care is a diverse organisation that focuses on equality.
- Footsteps Care values celebrations of different cultures.