



Welcome to the September issue of the Life Change Care magazine.

What a busy couple of months we have had. So busy in fact that this issue has been delayed. As a result, there is much more news to share.

All three of our Registered Managers have had their Fit Person interviews with Ofsted and all three passed with flying colours. Well done to Joe Black, Grace Dinn, and Megan Wyke!

Joe Black's interview also coincided with the long-awaited registration visit for Pennine View, which is now officially open!

At Life Change Care, we are proud to reward our employees with the best benefits and remuneration for our sector in the Northwest of England (and much further afield).

Each year we strive to provide a generous **pay increase**, and this year is no exception. From the 1st of September 2023, all employees will receive an additional **5%** to their hourly rate or salary. You will each receive a letter in the coming days to advise you of your new remuneration details.

In the past month, we have been delighted to introduce two amazing benefits for long serving employees.

All employees who have worked for the company for over two years will immediately receive **additional holidays** plus comprehensive **Private Medical Insurance (PMI)**. Those affected will receive a letter in the coming days to advise you of the details.



These benefits and remuneration are **well deserved** as we *value our employees* and the great work that they do for the children in our care.

The management team have been working hard with support from Alicia and her team to recruit more caregivers to join our team. As a result, there are a lot of new colleagues to introduce in this issue.

Elsewhere in the magazine you will find information about recent policy updates and training attendances.

There are lots of anniversaries and birthdays to celebrate.

After all that activity and hard work, we are looking forward to welcoming you to the farm to celebrate all your achievements at our annual summer fair on 2nd September. See you there!

Julie and Phil



Registered Manager interviews

The past month was quite stressful for our three Registered Managers. All three had their Fit Person interviews in quick succession. They each rose to the occasion, and we're pleased to announce that all three of them were successful.



Not only are they now registered with Ofsted as Registered Managers, Joe Black's successful registration also coincided with the successful re-registration of Pennine View.

Well done guys. What a great achievement for you all!



Joe Black
Registered Manager

Congratulations!

Congratulations to Joe Black. Joe was recently registered by Ofsted as a Registered Manager



Grace Dinn
Registered Manager

Congratulations!

Congratulations to Grace Dinn. Grace was recently registered by Ofsted as a Registered Manager



Megan Wyke
Registered Manager

Congratulations!

Congratulations to Megan Wyke. Megan was recently registered by Ofsted as a Registered Manager



Pennine View

Situated in Burnley, our latest Children's Home has been registered by Ofsted and has now opened

BIRTHDAYS (August)



Happy birthday to Claire Stowell, who celebrated her birthday on the 12th August!



Happy birthday to Jack Whittaker, who celebrated his birthday on the 4th August!



Happy birthday to Megan Wyke, who celebrated her birthday on the 17th August!

ANNIVERSARIES (August)

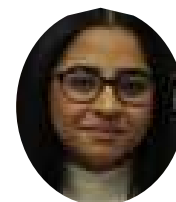
Jackie Flynn who celebrated her 4 year anniversary here with us on 4th August!



Jordan Rowe who celebrated her 2 year anniversary here with us on 11th August!



Maria Zafar who celebrated her 2 year anniversary here with us on 1st August!



BIRTHDAYS (September)



Happy birthday to Korrie Milne, who is celebrating her birthday on the 5th September!



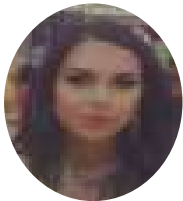
Happy birthday to Amanda Barrett, who is celebrating her birthday on the 9th September!



Happy birthday to Julie Stirpe, who is celebrating her birthday on the 12th September!



Happy birthday to Anthony Helm, who is celebrating his birthday on the 19th September!



Happy birthday to Sanam Khan, who is celebrating her birthday on the 21st September!



Happy birthday to Fay Bibby, who is celebrating her birthday on the 27th September!

ANNIVERSARIES (September)

Jackie Chisnall will be celebrating her 3-year anniversary here with us on 21st September!



FEEDBACK

BOOTH HOUSE – Regulation 44 report



Here are the positive words from the latest Regulation 44 report for Booth House. Words appear larger, the more frequently they are used. The most common words here (**care**, **supported**, **relationships**, **effectiveness**, and **positive**) reflect the excellent care being provided by the Booth House team. Well done team!

EMPLOYEE OF THE MONTH

It is too soon to share the names of our August winners, but here are our deserving winners for July. We look forward to including team members from Pennine View in future issues.

BOOTH HOUSE



Congratulations to **Megan Hickey** who was the employee of the month for Booth House in July 2023.

STONEBROOK HOUSE



Congratulations to **Alison Hirst** who was the employee of the month for Stonebrook House in July 2023.

MEET THE TEAM

We have been delighted that a number of carers have joined our team in recent weeks. Please join us in welcoming them!



Lois Pearson

Bank Therapeutic
Care Giver



Sanam Khan

Therapeutic Care
Giver at Pennine
View



Connor Crook

Therapeutic Care
Giver at Pennine
View



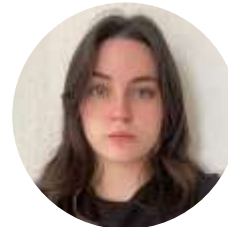
Jade Smith

Therapeutic Care
Giver at Pennine
View



Claire Johanson

Bank Therapeutic
Care Giver



**Summer
Cunningham**

Bank Therapeutic
Care Giver



Caroline Atha

Bank Therapeutic
Care Giver



Sanam Khan

Therapeutic Care
Giver at Pennine
View



Safeen Bahtool

Bank Therapeutic
Care Giver

TRAINING

August was a busy month for training. A total of 121 course completions and certificates were recorded.



During August, Grace Dinn presented a **Life Space Interviews using TCI** workshop. This valuable workshop will be shared with the whole team over the coming weeks. Our TCI trainers, Grace Dinn, Joe Black, and Jackie Flynn, will take it in turns to present a number of these workshops to the remainder of the team.

Dr Margaret Bullock delivered a **Therapeutic Management Meetings - TMM reporting and recording** workshop on the 1st of August.



On 3rd of August, the Booth House team received “**Missing from care**” training by Rachel Seymour from Lancashire Police.

One or more of the following courses were completed on our Moodle platform.



<ul style="list-style-type: none"> Anti-Bullying Children's Homes Attachment and loss Child protection (includes CSE) Communicating with children Confidentiality data protection and the GDPR Contextual Safeguarding Criminal exploitation and county lines Disclosure - Childrens homes level 2 Equality, Diversity and Cultural Competence Equality, Diversity and Inclusion (EDI) Seminar Filling in timesheets Food hygiene & food safety Harmful Sexual Behaviour LCC Induction Manual handling and safe lifting Medication Advanced NMT workshop 	<ul style="list-style-type: none"> NMT workshop - video refresher Protecting Children from Domestic Abuse Providing Trauma Informed Care Racism, Discrimination, and Intolerance Radicalisation & Extremism Reporting And Recording Self-harming Statement of Purpose awareness [Handbook] Storing receipts in the cloud with Dext Suicide prevention - ligatures Understanding autism in a childcare setting Understanding COSHH Using SharePoint Webinar: Avoiding Burnout (with Care for Care Givers) What is the Cloud and why do we use it? Whistleblowing
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EMPLOYEE BENEFITS AND REMUNERATION

At Life Change Care, we are proud to reward our employees with the best benefits and remuneration for our sector in the Northwest of England (and much further afield).

Each year we strive to provide a generous **pay increase**, and this year is no exception. From the 1st September 2023, all employees will receive an additional **5%** to their hourly rate or salary. You will each receive a letter in the coming days to advise you of your new remuneration details.

In addition to our generous remuneration package, we also offer a comprehensive benefits package.



In the past month, we have been delighted to introduce two amazing benefits for long serving employees. All employees who have worked for the company for over two years will immediately receive **additional holidays** plus comprehensive **Private Medical Insurance (PMI)**. Those affected will receive a letter in the coming days to advise you of the details.

There are other benefits that all employees receive:

- Blue Light Card scheme
- Cycle to work scheme (you don't actually have to ride a bicycle to work to qualify 😊)
- Free eye test voucher
- Referral bonus (£500)
- Employee of the month award (£25) – per home
- Employee of the year award (£500)
- Comprehensive training package including Health and Social Care level 3
- Several employee functions such as Christmas meal/party and the company summer fair.



These benefits are **well deserved** as we value our employees and the great work that they do for the children in our care.

SOCIAL MEDIA

In order to help promote Life Change Care and support our efforts to recruit more team members, we have been increasing our activities online by engaging with colleagues, associates, and potential recruits on **Facebook** and **LinkedIn**.

You are our best ambassadors. The more that you promote what great work that you and your colleagues do at Life Change Care, the more people will be attracted to join us and support the team.

Please support our initiatives online by following us on **Facebook** and connecting to us on **LinkedIn**. The more that you **like** and **share** our posts, the wider our news will travel.

If you are on Facebook, please follow our page: <https://www.facebook.com/LifeChangeCare>



If you are on LinkedIn, please connect to Alicia Barrett (our amazing Operations Manager): <https://www.linkedin.com/>



Finally, please share your opinion of Life Change Care on our [Indeed](#) page. There is no better way to attract applicants than positive reviews from existing employees. Your help with this initiative would be appreciated.

[Indeed / Life Change Care](#)



POLICIES

As we strive to improve our service, our policies and procedures are added to and updated on a regular basis.

During August, the following policies and forms have been published or updated:

Checklist 4503 - Checklist for Staff Recruitment.docx

Checklist 4538 - Staff Induction.docx

Form 3676 - Tier System Tracker Monitoring Form .docx

Policy and Procedure 3681 - Company Cars.docx

Tracker 3691 - Tier Risk Monitoring Tool.xlsx

Template 3685 - Referral Impact Risk Assessment .docx








User Guide 7585 - Updating Statements of purpose on the Life Change Care website.docx

Ensure that you take the time to familiarise yourself with any new or updated policies. If you have any questions, please discuss these with your manager.

Policies and procedures are typically located within the **Generic – all homes** folder. Where a policy needs to differ for a particular home, a similarly named policy will be stored in that home's folder. If a home has its own specific policy, it will supersede the generic policy that will apply to the remaining homes.

If you have difficulty locating a particular policy in the **Policies, Procedures, and Forms** library, a complete list can be found in the **Policies procedures and forms accessible index.pdf** document.

Policies, Procedures, and Forms

 Name 
 Booth House
 Generic - all homes
 Pennine View
 Stonebrook House
 Policies procedures and forms accessible index.pdf

RECRUITMENT



With three homes now open, we are recruiting for the following roles:

2 x Therapeutic Care Givers

5 x Senior Therapeutic Care Givers

Remember, if you make a referral, following a successful probation period you will receive a bonus of £500!!

<https://lifechange care.co.uk/careers/>