FAIRFIELD HOUSE

part of the SENAD Group

Statement of Purpose

A Guide for Parents, Carers and Professionals about the Residential Care at Fairfield House.

Updated February 2026

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Welcome to Fairfield House (part of the West Midlands Learning Campus)

The transition from childhood to adulthood can be a very confusing time for those with learning difficulties, a sensory impairment, autistic spectrum disorder or for those whose behaviours that can be challenging. Parents and carers may find it difficult to know what care package will ensure they have a fulfilled and independent life. Fairfield House specialises in the care of adults and aims to help them develop the skills required to live with support in the community or to prepare them for life in a suitable residential home. I hope that this Statement of Purpose will give you the confidence that Fairfield House can support your loved ones continued development for a better future.

The focus at Fairfield House is to ensure each person gets to reach their full potential regardless of the barriers in their way. We work in a truly holistic, multi-disciplinary way where the divisions between care and learning are integrated. We are unique in our approach that the care staff support the people in the home as well as providing learning opportunities that can be linked to achieving recognised qualifications and personal goals, ensuring true consistency across the setting, which is the only true way of allowing residents to thrive and develop their independence. We also value the insight and knowledge parents and other key people have about the needs of the residents and the best way to support them. We work closely with parents throughout their child's time with us.

The care staff are extremely experienced and receive comprehensive on-going training to keep them at the forefront of best practice.

We have a flexible approach and always focus on the needs of the adult. This is reflected in the care packages we can offer. Our care packages are bespoke and flexible, focusing on the needs of the person at this very specific time in their lives whilst working towards their future life goals.

We currently have seven bedrooms four upstairs and three down each with their own ensuite, lounge, conservatory, kitchen and family bathroom on both floors. We have an extensive garden area where the people can spend time alone or supported by staff.

Our baseline fee underpins the core purpose of the home which is to provide high quality social care, whilst promoting independence and dignity. Behaviour support is facilitated through our accredited NAPPI ethos and methodology (Non Abusive Psychological and Physical Interventions), which all staff are trained in.

Specialist therapeutic input can sometimes be required to support complex individuals or in times of crisis. Where this cannot be accessed through the local Primary Care Trust external consultants can be brought in at an additional charge to the baseline fee.

We hope this guide will answer some of your questions. Please contact us and we will be pleased to arrange for you to visit or answer any questions you have.

Leah Box
Registered Manager

How We Care

Each adult has a bespoke care plan built around them. The level of support, the constraints of the environment, tolerance of peers and levels of risk will be established by the multi-disciplinary team prior to the person joining Fairfield House. This will be combined to form a detailed profile.

Each adult has a positive behaviour support plan, risk assessment and specific health information.

For the first six weeks residents work to a general learning programme while staff get to know their individual development goals. After this time, a bespoke learning programme will be developed to focus on the individual development needs of the adult. Altogether, this forms their care plan. All staff will be aware of the contents of this care plan and will work to it to ensure consistency.

The pivotal person in the residents care is their Key Worker. They are nominated a Key Worker within two weeks of their arrival; this allows us time to see their personal preferences and bonds with staff members ensuring a suitable Key Worker is selected. The Key Worker's play an important role in developing individualised care for their key person. The Key Worker will be the main contact for parents or carers, as well as professionals. They act as an advocate for the resident, as well as their families, and will attend reviews and meetings, as well as helping the adult to understand outcomes of meetings. This may be by putting the information into an easy read format or having a one to one discussion.

Each person has a room of their own, personalised for them at the start of their time at Fairfield House. During assessment and on confirmation of a placement, personal decorative preferences, plus specific adaptions to the environment will be made to ensure it is a comfortable safe and positive living space. Personal finances are managed to meet the individual's needs. We are able to manage finances on residents behalf however some parents prefer to keep this responsibility. Where possible adults at Fairfield House are encouraged to manage their own finances; support is given at a practical level depending on their ability. Having some understanding or learning how to manage finances is a key development aim, especially if they are adult is aiming to live in the community.

We understand that residents need to be entertained and kept active as boredom can often be a trigger for behaviours that challenge. We are very fortunate to be in the country where we have open country side to enjoy also a large field of our own where we can take walks. We have a self contained cabin where we do art and craft activities and space to ride a bike or go-kart around the house.

We encourage residents to engage in as many offsite community activities as possible, these can be purely social for example attending discos and youth club or they can be used to enhance learning opportunities such as work placements or attending local Further Education College.

We have two vehicles to allow trips far and wide. Activities are tailored to the adult, so the list is literally endless and can include cinema, discos, bike rides, shopping in local cities, Football matches, pottery, swimming, trampolining, gym, etc. We also ensure residents have access to a holiday each year; from Butlins to Center Parcs, Camping to 5* luxury hotel, all depending on individual choice (and of course budget).

We are committed to ensuring that no one is stopped from experiencing and enjoying their life because of barriers their disability may put in their way. Our risk assessment policy aims to enable not restrict.

It is essential that residents have a voice and have a say in how the home is run. Their Key Worker has an essential role in acting as their advocate and ensuring their views are made known.

In addition to this our Shift Leaders also organise regular house meetings to ensure the adult's voices are heard. These meetings also reiterate to adults important messages such as who are in the safeguarding team, what to do if you are worried, in an appropriate form of communication for the individual.

The ethos of Fairfield House is our truly individualised approach. Every element of the care package is bespoke to that individual; whether that be, their specific routine, their diet or their cultural and religious preferences.

Supporting Behaviour

Residents are diagnosed with varying disabilities, they have significant differences in cognitive ability and communicate in different ways. Every person referred to live at Fairfield House display some challenging behaviour. This is our specialism and is what is at the centre of everything we do. All forms of behaviour are seen as some form of communication. As a team of specialists we aim to give the adult a more appropriate way of communicating.

The house uses a positive approach to promote positive behaviour. Our physical intervention technique is called NAPPI (non-abusive physical and psychological intervention) Our aim is to reduce and eliminate the need to use physical intervention wherever possible.

All staff are fully trained in NAPPI. Proactive and preventative approaches are always used in dealing with problematic behaviours, but at the same time we challenge the adults to ensure they are fulfilling their potential.

NAPPI helps us to develop approaches to manage challenging behaviour in a reactive way to keep the individual and others safe from immediate harm. It also helps us to manage the positive aspects of a person's life and reduce challenging behaviours by providing enrichment across three main categories; Caring Community, Productivity and High Quality Relaxation.

All residents have a Red, Amber and Green Lalemand scale, which is a holistic behaviour support plan. The Red scale gives a consistent way of dealing with a person's behaviour and clear guidelines on what should and should not be done. We do use specific trained NAPPI physical interventions to ensure people are kept safe. However every intervention, and in fact every incident, is closely monitored by the Registered Manager, as well as the onsite NAPPI trainers. We believe in a transparent approach so all incident records are shared with parents/carers and any other significant person in the person's life.

The Amber scale focuses on the person's stress factors, those factors of an individual's life that can cause them to move towards challenging behaviour. By recognising and understanding these, we are able to support the individual to manage stress in a more positive way. Challenging behaviours have a function, to seek or avoid something either sensory, tangible activity or attention. By assessing the functions of behaviour our approaches and responses become more person specific and proactive.

The Green scale focuses on those areas that make a person's life worth living. By providing meaningful activities, we can enrich a person's life and build their self-esteem. The best way to stay safe is to build a strong relationship with those around us. The time to build relationships is when people are doing well; the best way to extend that time is to enrich their life.

NAPPI uk
Centre of Excellence

The Learning Environment

The main ethos driving the learning provision at Fairfield House is meeting the adult's individual needs to enable them to reach their full potential and move on to live as independently as possible.

Learning is tailored to each individuals needs and then any progress is tracked and evidenced through ongoing assessment. We employ approaches that are carefully matched to the individuals learning style.

Support staff are trained to use various approaches, systems and strategies including PECS and Makaton to support, communicate with and develop each adult. When a resident arrives at Fairfield House we recognise that many of them will have had a difficult experience of learning which has impacted negatively on their self-esteem, for this reason, much of the learning takes place in the home environment in a relaxed way. We aim to assist learning through experiences rather than classroom based activity.

Carefully and holistically devised learning, care and health outcome plans aim to foster a sense of self-worth whilst focussing on the key areas of learning.

To ensure progress the staff team employ a variety of tools to assist in the collection and analysis of data. This important information is used to focus on individual needs, to plan interventions and devise appropriate strategies so that the needs of the learner are always kept as the main focus and are reviewed regularly.

When we welcome a new person to Fairfield House we recognise the important role that the family have already played in their early care and education. We work closely with parents and family to provide appropriate learning and care for their child. Parental involvement is an important part of our work.

Health

We have excellent links with the local GP practice, dentist and opticians in the local town. All residents are registered with the local GP practice, dentist and opticians.

Residents are supported to attend appointments, make decisions on their own well-being and healthy living style, with appropriate levels of support from staff.

Meet the Team

Nina Sharpe

Adult Care Director

- Level 7 Leadership and Management
- Level 5 Diploma Health and Social Care
- B.Sc. Hons. Social and Cultural Studies

Nina has been part of the community support sector for 14 years and was welcomed into the SENAD Group in 2014. She leads on service quality and development of the Group's community support and residential transition services.
Following graduation Nina started her career as a support worker and has progressed her way through the management roles to her current role, giving her a thorough and workable understanding of the needs of service users, their families and staff. Nina is an innovative and creative leader with considerable experience in driving organisational improvement and change to facilitate long term plans and strategies. Qualified to Level 7 Leadership and Management, Nina is experienced in collaboration and partnership working, change management and people development.

Leah Box

Registered Manager

- NVQ 3
- NVQ 5
- Medication Assessor

Leah has worked for the SENAD Group in residential support roles from 2002 till 2011 and then 2012 till 2015. In February 2015 she became Shift Leader at Cedar Lodge and was promoted to Registered Manager of Fairfield House in July 2019.
Leah has extensive understanding and experience of working with vulnerable people who have learning disabilities and in particular challenging behaviour. When dealing with a wide range of behavioural differences and difficulties, complex health needs and learning disabilities she applies her skills and sensitivity. She has a wide range of knowledge of social work principles, techniques and practices and their application to complex issues.
Leah is highly skilled in establishing and maintaining effective working relationships with service users and their families. She is passionate in her belief that effective communication and team work ensures that the needs of the service users are met.

Isobel Walshe

Quality and Compliance Manager

- Level 5 Diploma Leadership and Management

Isobel was appointed Quality and Compliance Manager for the SENAD Groups Adult Homes and Community Support Service's in January 2023. Prior to this she was the Registered Manager of Park House, one of the Groups community based homes in Herefordshire. She first joined the SENAD Group in December 2010 as Manager for one of the homes for students at Rowden House School. Her role also included being Designated Safeguarding Officer.
Isobel has over 17 years' experience of working with children, young people and adults with learning disabilities, challenging behaviour and emotional and behavioural difficulties and is committed to supporting service users reach their maximum potential in a safe and nurturing environment.

Staffing

The Registered Manager is supported by three shift leaders, three teams of four Residential Support Workers and three waking night staff (2 part time and 1 full time).

Staffing is on a ratio of 5 staff to 7 residents for the waking hours of the day. Specific staffing requirements will be agreed during assessment. This enables a degree of independence in all settings. Staffing levels can be lower for times of independent working, break times, play/leisure times or very routine based times. Our role is to increase independence skills where possible, however, it is likely that there will be some times when the high staffing support is required. This might occur when anxiety levels increase; when new tasks are introduced or for some trips. Managers are always rostered as supernumerary to the staffing levels to ensure they are available to support when and where needed.

During night time hours, waking night staff are employed. Sleeping in staff are used to support Fairfield House waking night staff in the event of an incident or emergency situation.

All care staff receive a comprehensive induction training package. New staff complete the Care Certificate within 12 weeks of joining Fairfield House. Staff have the opportunity to perfect their skills and complete targeted training to meet the specific needs of our adults.

All staff receive monthly support and supervision with their line manager and will receive an annual appraisal which will set targets and agree their personal development plan.

SENAD offers staff training in anti-discriminatory practice as part of our mandatory training. We promote difference and diversity as a positive thing. We attempt to help support the adults who we care for, and our staff to embrace the multicultural society we live in.

Safeguarding, Bullying and Complaints

Fairfield House promotes a safeguarding environment throughout it's service. We have a positive relationship with the local safeguarding team and refer any concerns to them in the first instance. All our staff have whistle blowing and safeguarding training. Our golden rule is 'if you have a concern tell someone!' We are as transparent as possible with all those concerned.

Incidents of bullying are openly shared and discussed to ensure everyone is kept safe. Key Workers will explain the impact of bullying in a way that each person can understand and may call in additional support if necessary.

Reporting a concern

If you're concerned about the quality of care, tell us. If someone is in danger you should contact the police immediately.

We see complaints as part of the learning process; it helps people understand how to resolve issues appropriately and helps the home continually improve and develop practice.

In the first instance any complaint should be referred to the home to resolve. If this cannot be achieved the complaint can be referred to our group central office, SENAD and/or the Care Quality Commission (CQC). SENAD will follow its complaints procedure by appointing someone independent of the home to investigate. The final stage is for any unresolved complaint to go to a complaint panel.

To speak directly to CQC contact:

General enquiries

National Customer Service Centre:
Telephone: 03000 616161
Fax: 03000 616171

Or write to

CQC National Customer Service Centre
Citygate
Gallowgate
Newcastle upon Tyne
NE1 4PA

It has not been possible to include full policy documents in the Statement of Purpose. Where reference has been made to a policy it can be obtained from the home or from the SENAD Group website, www.senadgroup.com

There is a format for residents which is simplified and uses symbols. We work with parents and guardians to provide statements in a format that is accessible for the resident. These could include symbols or photographs.

Policies and Additional Information

The SENAD Group owns and operates a number of schools and children's homes and has a set of common policies and procedures which apply to all settings. The Group has a philosophy of operating in an open and transparent manner, involving and keeping parents and placing authorities informed of all incidents, accidents and positive outcomes as regular as possible. Copies of most of SENAD's policies are freely available on our website, www.senadgroup.com or can be supplied on request. As a Group we welcome feedback.

Mrs Nina Sharpe is the Adult Care Director and Responsible Individual for all of the SENAD adult homes. She is based at the SENAD Group Head Office in Derby.

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Contact

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