

david·lewis

# Annual Review

2016/2017





# Welcome to our Annual Review 2016/2017

10 years on from the financial crisis and “the age of austerity” the pressures faced by charities and other organisations working in the health, education and social care sectors continue unabated.

Donors have less money available for charitable giving and public sector finances remain under extreme pressure.

Inflationary fee increases to fund the placements commissioned by local authorities and the NHS are distant memories while upward wage and other cost pressures are real and unavoidable.

The historically low level of unemployment, highly competitive labour market and less recruitment limit what specialist services we can provide at a time of increasing demand.

Set against this challenging environment, 2016 – 2017 was another successful year at David Lewis which remains an operational and financially stable organisation.

## In our 113th year

- The number of people regularly accessing day and residential services increased to 330
- We continue to provide employment and career opportunities to 955 people
- Our College was rated “OUTSTANDING” by Ofsted for the second time
- The Care Quality Commission continued to assess the services delivered at our 26 residential homes as GOOD
- We invested £1.7million on improvement projects, new services and facilities

We are proud of our achievements but recognise they are only possible with the ongoing support of the families, friends and supporters of everyone who lives, learns and works at David Lewis.

*Thank you for your support, time and generosity.*



## A "Flying" Royal Visit

In June, we were honoured and delighted to welcome back our patron Her Royal Highness the Countess of Wessex on her first visit to our community day services in Macclesfield.

HRH arrived by helicopter and visited the Eduprint and Woodwork shops on the Fence Avenue Industrial Estate. HRH spent time meeting service users and staff, learning about their work and the products they make.

Before leaving, HRH was presented with commemorative coasters produced by the Eduprint team and a handmade wooden bench which now sits proudly in the grounds of her home at Bagshot Park.





# An “Outstanding” College 2013 and 2017



For the second time **Ofsted** rated the College an “**Outstanding**” education provider.

*This is what they had to say*

OVERALL EFFECTIVENESS	OUTSTANDING
Effectiveness of leadership and management	<b>Outstanding</b>
Quality of teaching, learning and assessment	<b>Outstanding</b>
Personal development, behaviour and welfare	<b>Outstanding</b>
Outcome for learners	<b>Outstanding</b>

## This is an outstanding provider

- Governors and senior managers have successfully maintained a culture of high expectations and continuous improvement; as a result, all the strengths of the previous inspection have been either maintained or improved
- Specialist staff provide excellent behavioural support that enables students to manage their anxieties successfully and cope well in a range of social situations
- The specialist communication team supports and trains staff exceptionally well and ensures that all students use appropriate assistive technology and significantly improve their communication skills
- The multidisciplinary team is very skilled in working with students who have highly complex medical issues and learning difficulties and / or disabilities. As a result students make outstanding progress from their starting points
- Governors know the strengths and areas for improvement in the college well. They are knowledgeable and experienced in working with complex learning difficulties and or disabilities
- Students benefit from outstanding resources on campus and the wide range of external work placements which offer excellent opportunities to develop their work-related skills
- Improved partnerships continue to bring about many benefits for students in the form of increased work-related learning and community-based activities
- Students benefit from the enthusiasm and dedication of their tutors and enjoy the engaging activities that tutors plan for them. As a result, a very large majority of students successfully gain appropriate qualifications
- Teaching, learning and assessment continues to improve through robust performance management



# Clinical Services – A **new physiotherapy** department

After many years of planning and with the generosity and support of the Zochonis and Cheadle Royal Hospital trusts this year we were able to invest in a new state of the art physiotherapy department and a hydrotherapy pool.



Assessment room used for assessments, therapies, wheelchair and appliance clinics.



A large treatment room with balance trainer, parallel bars, therapy steps, floor to ceiling mirror, ceiling mounted walking harnesses and much more.



Rebound room with sunken trampoline, accessible at floor level and with ceiling tracking hoists allows all patients to access rebound therapies.



And at last after working for years in a cupboard... a comfortable, quiet office for the physiotherapy team to prepare assessment treatment plans and reports.





A fully refurbished and re-configured pool area.



Two spacious changing rooms with overhead tracking hoists directly to the pool side and shower areas.



A new ramped entrance for easy wheelchair access.



# Clinical Services

## – A hydrotherapy pool

The old physiotherapy department in Leverhulme Hall has been converted into a self-contained and spacious hydrotherapy pool.

# Residential Services – Hassall Rd / Chester Rd

We currently have 8 community based properties providing homes for 40 service users. Our longer term plan is to open a new residential home every year.

Hassall Road, Alsager was bought in 2016 and is undergoing a major refurbishment, extension and conversion into a 4 bed residential home. The total cost of this project is £0.5million and we hope to have it registered with The Care Quality Commission and open by summer 2018.



*Before and after of Hassall Road*

*All residential services are regulated by the Care Quality Commission and achieved Good ratings at the most recent inspections.*

To make sure we maintain momentum the next property has already been purchased and we aim to start the conversion work in late 2018; Chester Road, Winsford.



*Chester Road*





# Our People



The longevity and success of David Lewis is solely down to the hard work and commitment of the people who work here.

The 955 staff have an average of 7 years' service. At this year's Long Service Awards we recognised and celebrated with 26 people achieving 15, 20, 25, and 30 years' service; in total an incredible 515 years.



Our people are the key to our success and we continue to be committed to not only developing skills for today but qualifications in support of their own personal and future career development:

- 140 new recruits successfully completed the 17 day induction programme which provides the specialist knowledge, skills and confidence to work in a very dynamic and challenging environment.
- 34 000 hours of in-house training were delivered,
- 73 people enrolled on Health and Social Care level 2 and 3 Diplomas
- 600 care officers and team leaders received specialist training in Positive Behaviour Management and CPR
- 104 people successfully completed 1st aid courses
- 38 people currently receive sponsorship totalling £83 000 for professional, further, higher education and post graduate courses

Current and past recipients of sponsorship use this programme as a spring board for career development both at David Lewis and with other employers.

At David Lewis 90% of managers and senior managers are appointed via internal promotion.



Tatton Yule yomp, runners braved the cold weather for a great pre-Christmas event.

John Jones MBE who truly deserves massive thanks for reaching an amazing £16,037.19 that has gone towards projects at David Lewis, Johns personal goal was to reach £15,000 for David Lewis.



Thank you to Georgina Birtles who completed Mud7 she battled her way through eight extreme obstacles to raise money for the memorial garden fountain project.

# Fundraising

## A big thank you to our donors:

The Zochonis Charitable Trust  
Cheadle Royal Hospital Charitable Trust  
Bruce Wake Charitable Trust

The Nanette Hyde-Bryce Charitable Trust  
The Robert Clutterbuck Charitable Trust  
Greenenergy  
Tatton Yule Yomp

Barclays  
NatWest  
Packaging Automation  
Arabian (K) nights Lodge

Silk Rose Croix Chapter  
Margret Christiansen  
Ladies Bowling League  
Northwich Glass  
Captain D M Jacobs



Thank you to all our amazing volunteers who give their time to help transform areas around David Lewis for all to enjoy.

# Financial Highlights

£ Million	2015/16	2016/17
Incoming Resources	26.2	26.4
Resources Expended	(25.0)	(25.7)
<b>Net Incoming Resources</b>	<b>1.2</b>	<b>0.7</b>
Number of Service Users	322	330
Number of Employees	886	955
<b>Major Projects</b>	<b>2015/16</b>	<b>2016/17</b>
Property Improvements	0.4	0.7
Beech Drive	0.1	
Meadows	0.2	0.3
Physiotherapy Suite		0.3
Hassall Rd Purchase		0.3
IT Disaster Recovery		0.1
<b>Total</b>	<b>0.7</b>	<b>1.7</b>

## GENDER PAY GAP REPORTING – APRIL 2017

**MEAN GENDER PAY GAP 0.99%**

**MEDIAN GENDER PAY GAP -1.96%**

### PROPORTION OF GENDER PER QUARTILE

	WOMEN	MEN
Upper	65%	35%
Upper Middle	71%	29%
Lower Middle	61%	39%
Lower	64%	36%
<b>ALL STAFF</b>	<b>65%</b>	<b>35%</b>





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INVESTORS  
IN PEOPLE



Registered with  
FUNDRAISING  
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CareQuality  
Commission



## David Lewis

Mill Lane, Warford, Alderley Edge  
Cheshire, SK9 7UD

**Tel:** 01565 640000

**Fax:** 01565 640100

**Email:** [enquiries@davidlewis.org.uk](mailto:enquiries@davidlewis.org.uk)

**[www.davidlewis.org.uk](http://www.davidlewis.org.uk)**