

**Recipient of the
Workforce Development
Innovation Fund 2017/18**



learn
from others

Chrysalis (Cumbria) Ltd

How to manage a happy and healthy home

A resource pack for support/care workers to use to assist individuals with learning disabilities live a more independent life.

Who are Chrysalis (Cumbria) Ltd?

Founded in 1984, Chrysalis (Cumbria) Ltd are located in Wigton, supporting people with disabilities across North Cumbria. They offer a range of services including community activities, support at home, flexible outreach support and holidays. Their wholefood shop provides a range of opportunities for supported employment and development of life skills.

What did Chrysalis (Cumbria) Ltd want to achieve?

The organisation was preparing to provide 24 hour supported living for the first time. As part of the process they identified some development and training needs for their organisation:

- some staff lacked skills and confidence in carrying out household tasks
- there needed to be better support provided for supported individuals when attending medical appointments.

Chrysalis (Cumbria) Ltd wanted to produce a user friendly resource to help support or care workers assist individuals with learning disabilities to independently carry out everyday tasks required to manage a happy and healthy home.

What Chrysalis (Cumbria) Ltd did

Chrysalis (Cumbria) Ltd identified eight different topics that would be covered by the resource. They did this through:

- thinking about the everyday tasks they carry out in their own homes
- discussions with the local community learning disability team.

Once the topics had been defined, they gathered the content and defined the user-friendly format for the resources. They defined the film requirements for seven of the eight topics. Once created the resources were piloted and revised following feedback from staff.

The final step was to develop an evaluation process which would monitor and provide evidence of the development of both staff and supported individuals.

What Chrysalis (Cumbria) Ltd achieved

Chrysalis (Cumbria) Ltd produced a resource pack made up of eight topics:

- Promoting independence
- How to support good health
- How to manage money
- Effective shopping
- Healthier eating
- How to do the cleaning
- How to do the laundry
- Home safety and security

I really enjoyed doing the filming and helping with this project. It helped me to start learning more about how to look after my money. I hope that people enjoy what we did and it helps them become more independent.

[Andrew Crawford, Supported Individual](#)

Each topic included a supporting video (with the exception of promoting independence). An evaluation process has been implemented to assess and monitor progress and the impact of using the resource.

[Click here to access the “How to manage a happy and healthy home” resource.](#)

What Chrysalis (Cumbria) Ltd learnt

- Even though the launch of the 24 hour supported living provision has been delayed, Chrysalis (Cumbria) Ltd have been able to identify a use for the resource within the day service.
- The original project was to develop two separate resources, one for staff and one for supported individuals. As the project progressed it became evident to Chrysalis (Cumbria) Ltd that one shared resource would be better.
- Reflecting on the process, Chrysalis (Cumbria) Ltd recognised that it would have been better to complete and pilot each section before moving onto the next which would have allowed learnings to be applied to the next sections.

Working on this program has really helped me to understand the benefits of promoting independence. The use of this program has enabled me to become effective at encouraging individuals to reach their potential by empowering their independence abilities.

[Matt Henderson, Team Leader](#)

This project addressed the 2017/18 priority on:

Improving the supply of potential talent to the adult social care sector by attracting, recruiting and retaining entrants from different groups.

For more information please contact:

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[Click here to access the “How to manage a happy and healthy home” resource.](#)

If you would like a full colour hard copy of the resource pack please contact Chrysalis (Cumbria) Ltd by email at info@chrysalis-cumbria.co.uk or by phone 016973 44751. There will be a small cost to cover printing, postage and packing.

Skills for Care recommends

Skills for Care produces a wide range of products and guidance around recruiting a skilled workforce.

Finding and keeping workers

Finding and keeping workers supports health and social care providers of all sizes with their recruitment and retention challenges.

[www.skillsforcare.org.uk/
finderskeepers](http://www.skillsforcare.org.uk/finderskeepers)

Values based recruitment

Recruiting people for their values and behaviours ensures that you get the right people to work in your organisation.

[www.skillsforcare.org.uk/
values](http://www.skillsforcare.org.uk/values)

Safe and fair recruitment

This guide provides guidance about legal rights and responsibilities when carrying out criminal record checks and how to implement safe and fair recruitment policies and procedures.

[www.skillsforcare.org.uk/
fairrecruitment](http://www.skillsforcare.org.uk/fairrecruitment)

