



# Achieve together

## Impact Report 2023 – 2024

### Easy Read



 made with  
photosymbols®

# Contents

Introduction..... page 3



Pillar 1: People we support at the centre..... page 4



Pillar 2: Inspiring teams..... page 9



Pillar 3: Making Achieve together better..... page 12



Pillar 4: Sustainability and growth..... page 15



# Introduction



This document is about the main things written in Achieve together **Impact Report**.

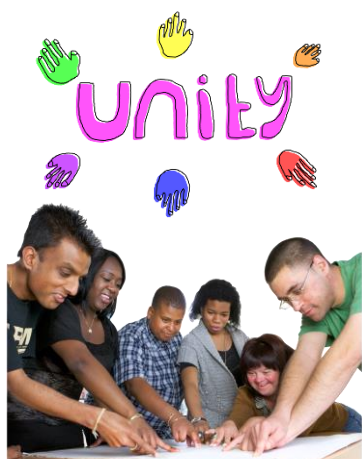
**Impact Report** is a document about all the great things we achieved in the year 2023 and 2024.

CEO Zak Houlahan says he is very happy that many projects and plans are now being **co-produced**.

## Pillar 1: People we support at the centre



People we support are at the centre of everything we do.



Unity is a **co-production** group. There are now 45 Unity members.



**Co-production** is when people we support work together with team members as equal partners.



Unity helped create a new survey for people we support, team members, families and professionals.



### **Self-advocacy** group

Campaign 4 Change made a video about the wrong words people use in social care to speak about people who get support.

[#MindYourLanguage](#)



**Self-advocacy** is when people speak up about their own rights.



Unity worked together with team members to tell everyone about the **Wheel of Engagement**.



**The Wheel of Engagement** lists all the things people need to live a good life.



Campaign 4 Change and Unity made many new episodes on **Wheel of Engagement podcast**.

**A podcast** is a recorded conversation that everyone can listen to or watch.



Two Campaign 4 Change members won awards for their work in community and in sports.



Unity made documents to help people find work. They also created videos to explain what it's like to have a job.



Unity helped at five **Driving up Quality** events in England and Wales.

**Driving up Quality** events are about supporting people to live a good life.



We worked to make it easier for people we support who are Deaf to get involved.



Four Unity members are Deaf and took part in many projects using **British Sign Language**.



**British Sign Language** is a language where people use hand signs instead of speech.



## Pillar 2: Inspiring Teams



We want team members to feel valued and recognised for all they do.



When new team members join Achieve together, they take part in a 90-day **induction** plan.



**Induction** is when new team members learn all about their new job and Achieve together. Most people said it helped them understand their job well.



Lots of team members have been part of **Career Adventures** - this is a way for Support Workers to learn new skills, do new things and get higher pay in their job.



**Shining Stars** is a new way to say thank you to team members who have done a great job. More than 50 people are mentioned each month by other team members.



We asked team members to fill in a survey.

Almost all felt they know how to support people to live happy, healthy and meaningful lives.

Equality  
Diversity  
Inclusion



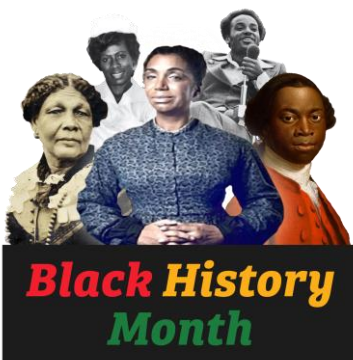
**Equality, diversity and inclusion** is very important. Every month a person from Achieve together tells us about their experiences.



**Equality** means all people being treated fairly like everyone.

**Diversity** means it is good that people are all different.

**Inclusion** means that everyone can feel like they belong.



We help people find out more about equality, diversity and inclusion. For example, we celebrate Pride and Black History Month.

## Pillar 3: Making Achieve together better



We make sure people get great quality support and are safe. We always share information with other teams to help us make things better.



**Inspections** have changed in England. We have trained everyone to make sure inspections go well.



**An inspection** is when someone comes to your home to check you get great quality support.



**A hospital discharge checklist** is helping support teams to make sure people stay in the hospital as long as they need to get well again.



Teams are also receiving more detailed **First Aid** training.

**First Aid** is the first help that we give to people who are suddenly very ill or injured.



We have trained support teams about medication to make sure that doctors don't give too much medicine or medicine people don't need.



Special training is also helping teams to understand how to better support people with their emotions.



We also support people to have a good death. We help them understand what is happening and help them choose where they want to die.



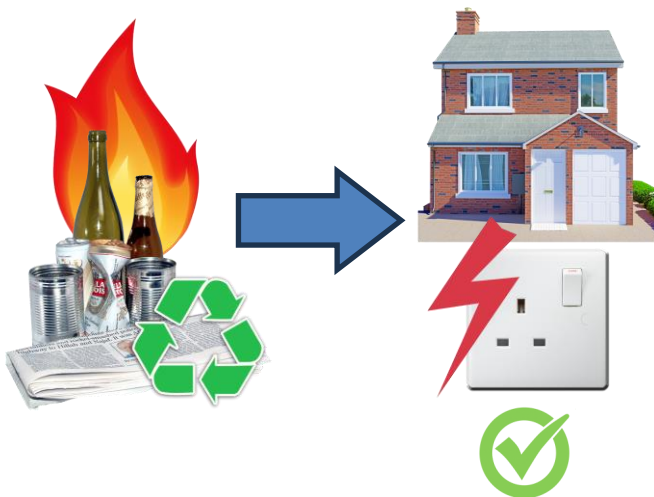
Team members are trained to give health support so people can have treatment at home. This makes people less anxious. It also means they can go out more easily.

## Pillar 4: Sustainability and Growth



**Sustainability** means working in a way that doesn't make things worse for people in the future and the planet.

It is sometimes called being **'green'**.

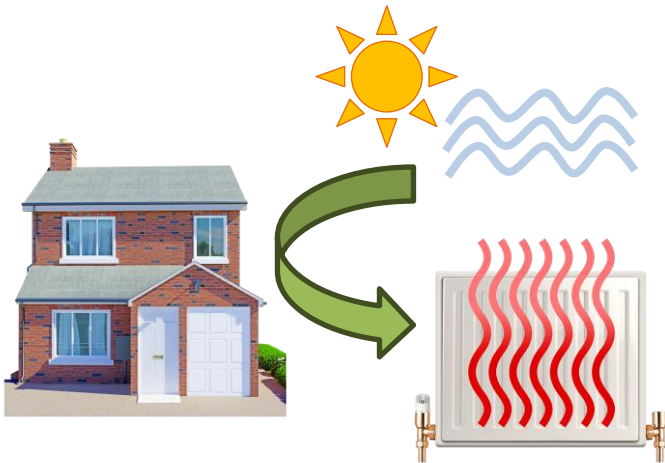


Most of our rubbish was sent to be burned. It created enough electricity to power 206 homes for a year.



We also use **renewable gas** in homes and services.

This means we release less harmful gas into the air.



We have built 10 new supported living homes where machines use the outside air to heat the house and the hot water.

It's a sustainable way to heat buildings and water.



Unity have created an Environmental Champions Group.

They are working on ways to make sure we don't harm the planet.



We ask companies we work with to show us how they are being sustainable.





There are lots of 'green' plans for electricity and gas use, cycling to work and electric charging points for cars.



Almost all our team members use AchieveApp online to get news and information from Achieve together.



We now send out Together now Newsletter to more than 1560 family members, professionals we work with and team members.



We ask professionals we work with such as GPs and Social Workers, what they think about Achieve together. They have said very good things.



We held our third Heroes Awards to celebrate the great work of team members at Achieve together.



Unity helped plan and organise the day, judge and present the awards.



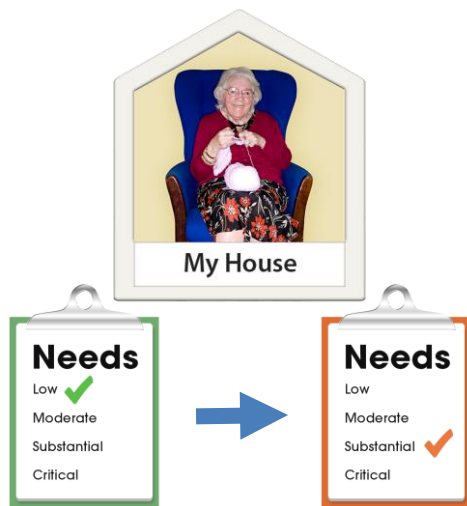
Campaign 4 Change and **Executive Team** spoke at many conferences and exhibitions.

**Executive Team** are the people who lead Achieve together.

They spoke about learning disability nursing, sleep and co-production.



We have supported over 200 people to move into new and newly decorated homes.



We are also helping people stay in their chosen homes for longer even if their needs change.



We have new computer programs to help us work even better.