2022 IMPACT REPORT

FairWays

SMSC topic of the week: St Swithins Day
FairWays

Contents Page

5 Welcome to Fair Ways
7 Fair Ways by Numbers
9 Key Stakeholders and Partners
11 Making Our Difference
13 Post-18 Staying Close Programme
15 The Hub; Fair Ways in-house Multidisciplinary Team
17 Challenging the Status Quo: RiiSE Trauma-Informed Programme
18 Creating adventure breaks for children in care
20 Why Fair Ways became a Charity?
23 Garden House receives Outstanding Ofsted Rating
24 Fostering receives Outstanding Ofsted Rating
27 Fair Ways School receives Good Ofsted Rating
28 Manor Farm receives Good Ofsted Rating
31 Wales homes receive good Care Inspectorate Wales inspection
33 The Fostering Network Awards 2022
34 The National Children & Young People's Awards 2022
36 Company Culture Awards 2022
38 Fair Ways School (Fort Wallington) Expansion
41 Lotus Lodge - A New Residential Family Centre
42 Moving to Lakeside North Harbour
45 Fair Ways in Bloom
46 A word from our Trustees
47 Fair Ways Campaigns

FIRE EXIT ONLY
Fair Ways

Welcome to Fair Ways 2022 Impact Report

On 31st August 2021, we registered our private company as Fair Ways Community Benefit Society Charity. This was a huge moment for Fair Ways and the fulfilment of almost eleven years of planning.

MAC MCHUGH
Fair Ways
Chief Executive Officer

In the year we began to define the impact we will make as a charity, but like many organisations we found ourselves dealing with the ongoing impact of COVID-19, the energy crisis and the cost-of-living crisis.

Despite these challenges, Fair Ways services remained busier than ever, and in 2022, we reached the greatest number of children and young people in our history.

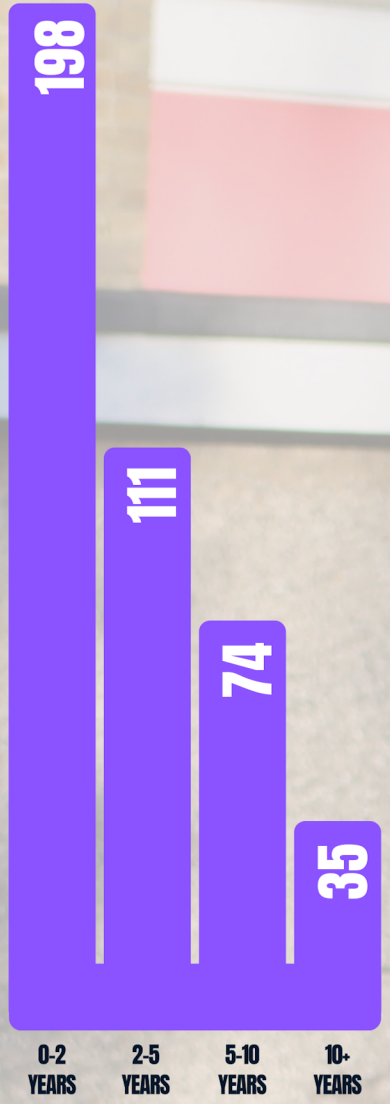
I want to acknowledge how brilliantly Fair Ways staff continue to place those we care for at the very center of their practice and publicly thank them for their service.

The hard truth is that the need for our services is ever growing. As a charity a key focus will be to help break the generational cycle of children coming into care, and our determination to make a positive impact.

Our immediate focus will be on care leavers, providing positive life opportunities to avoid the cycle repeating. We will work with local authorities and external stakeholders to find innovative solutions to address this challenge. I look forward to updating on our progress in the next report, and please visit our website (www.fairways.co) to keep up to date with our latest news.

Mac McHugh
Chief Executive

EMPLOYEE LENGTH OF SERVICE



765
CHILDREN
CARED FOR
IN 2022

155
LOCAL AUTHORITIES
REFERRING TO FAIR WAYS

11
FAIR WAYS
SERVICES

16,105
REFERRALS RECEIVED
FOR ALL SERVICES

418
EMPLOYEES

39 YEARS OLD
AVERAGE AGE OF
OUR EMPLOYEES

73:27
GENDER SPLIT OF
OUR EMPLOYEES

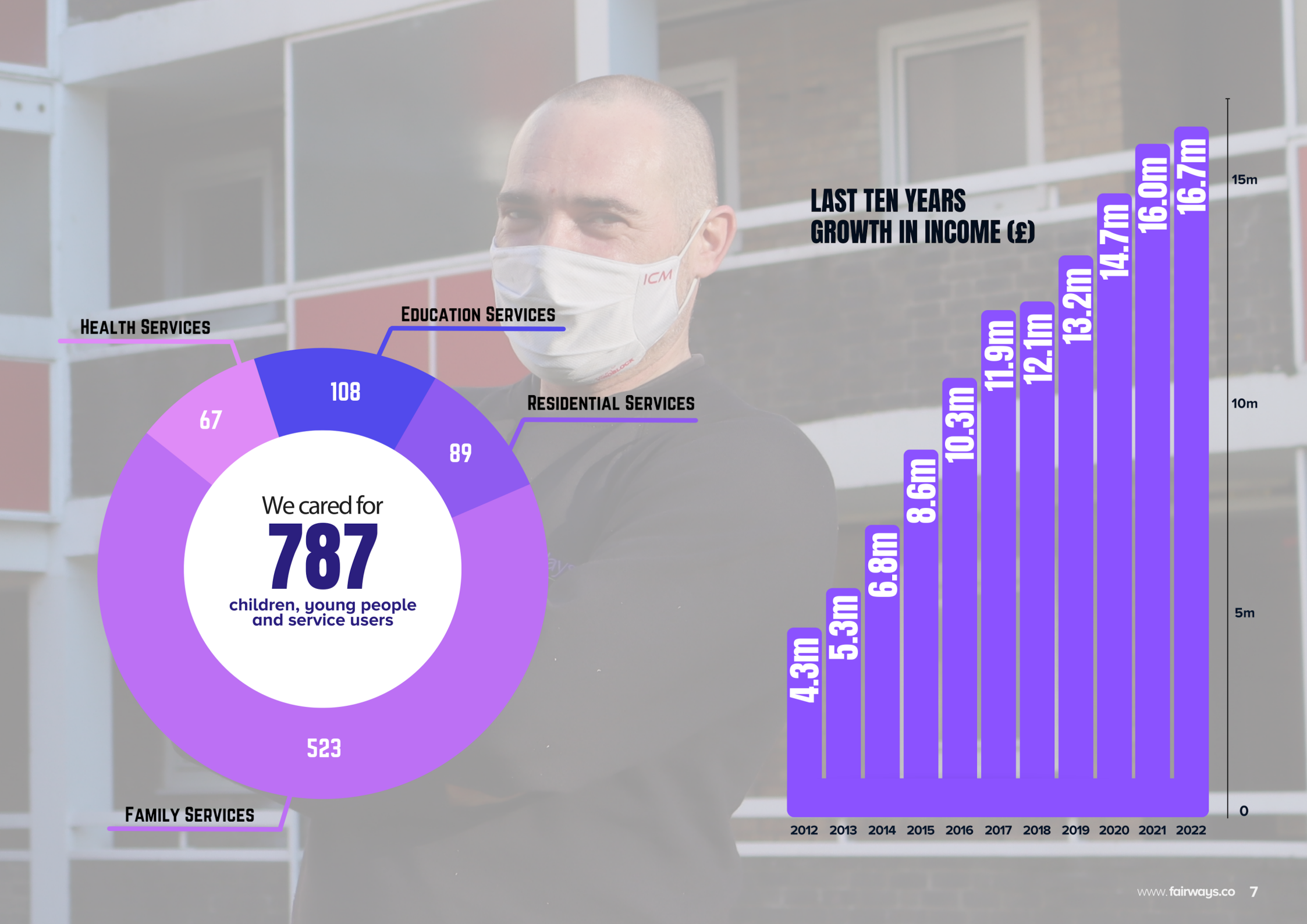
14
APPRENTICESHIPS
ONGOING WITH FAIR WAYS

1152.5
HOURS OF FACE-TO-FACE
TRAINING DELIVERED

110.5
HOURS OF VIRTUAL
TRAINING DELIVERED

3499
ONLINE TRAINING
COURSES COMPLETED

£10,000
EXTERNAL TRAINING
EXPENDITURE



LAST TEN YEARS GROWTH IN INCOME (£)

Thank you to our partners and stakeholders

In 2022, we worked with partners, local authorities, schools, social workers, colleges, families and local businesses. We could not do what we do without their support. We look forward to their continued support in 2023 and continuing to help us make our difference.

Whilst we don't have room to fit all 155 local authorities into this report, we are proud to have worked together in 2022 with:

Hampshire
County Council

Portsmouth
CITY COUNCIL

SOUTHAMPTON
CITY COUNCIL

ISLE of
WIGHT
COUNCIL

Liverpool
City Council

Leeds
CITY COUNCIL

Powys

Devon
County Council

Kent
County
Council

CORNWALL
COUNCIL
one and all • onen hag oll

Essex County Council

BRISTOL
CITY COUNCIL

Brighton & Hove
City Council

Nottingham
City Council

Cumbria
County Council

Reading
Borough Council
Working better with you

Cyngor Abertawe
Swansea Council

Sheffield
City Council

NHS

SWINDON
BOROUGH COUNCIL

OXFORDSHIRE
COUNTY COUNCIL

Wiltshire Council

CITY OF
YORK
COUNCIL

WestBerkshire
COUNCIL

CROYDON

ISLINGTON
For a more equal future

Leicester
City Council

BCP
Council

SURREY
COUNTY COUNCIL

Abby's
Heroes

Making our Difference

At our staff conference this year, I wanted to use a single slide to convey my passion for our charity and chose the following statement:

"I am personally driven to make Fair Ways the most outstanding childrens charity"

This passion translates to requiring the highest standards in all our services, in all the teams that support these services, in the systems we use, in ensuring our culture and values are adhered to, and in offering Fair Ways staff the best development opportunities, training and support so that they deliver the care that young people deserve.

I passionately believe that for the vast majority of children and young people in our care, we only get one chance, often a fleeting chance, to truly make a difference. And we must not miss this opportunity.

In this, the Impact section of the report, we discuss how Fair Ways is making our difference.

These are practical examples of how we are reinvesting our surpluses into our charity. They include our investment into the Hub multidisciplinary team to ensure that our young people have access to immediate treatments when required, our new excellent and industry-accredited RiiSE programme, replacing outdated industry practices and our innovative investment into an Outdoors Activities facility to provide amazing activities to those in our care.

There is always more we can do and we will continue to challenge ourselves to improve for the sake of those in our care.

GARETH WEBB
Fair Ways
Managing Director

UK COMPANY CULTURE AWARDS

In 2022, we were delighted that Gareth Webb won the Leadership Award at the Company Culture Awards. He is also the first recipient to be invited back to present this award at the upcoming 2023 Awards.

IMPACT

Fair Ways approved for Post-18 Staying Close care programme

Fair Ways' Post-18 care programme, Staying Close, has received formal approval from the Department for Education following a successful pilot period.

In the year, Fair Ways was proud to be appointed as an official Staying Close provider. We are now 1 of just 8 official care providers across the UK, working with the Department for Education (DfE) to provide Staying Close services.

Fair Ways successfully completed a 3-year pilot, to optimise the transition of young people from full time Residential care at 16 years old, into Supported Living services. Young people currently face a 'cliff edge', leaving full time care at 18 years, ill- equipped to deal with life challenges and without access to previous professional support levels. This has resulted in years of negative outcomes across the UK.

Fair Ways' Staying Close model successfully demonstrated a step- down care support approach from 18 and beyond, that dramatically increases positive life chances for young people leaving full time care.

Fair Ways approach provides person centred, therapeutic care where the focus is working with young people to develop the life skills needed for independence while maintaining positive 'Staying Close' relationships with support networks.

"We are extremely proud that Fair Ways is now a national Staying Close provider. Our approach has given amazing opportunities and outcomes to service users leaving care and has enabled them to maintain healthy positive relationships on their journey into adulthood."
Amy Reeves - Staying Close Project Manager

Department for Education

Fair Ways Staying Close

The Hub; Fair Ways in-house Multidisciplinary Team

The Hub is a multidisciplinary team that supports Fair Ways frontline teams in implementing a trauma recovery model across all of our services. This allows Fair Ways staff to have the skills to provide a safe and secure base, from which children can build therapeutic relationships with key workers.

The Hub team consists of a Clinical Psychologist, a Mental Health Nurse, a Music Therapist, an Occupational Therapist, a Therapeutic Social Worker and a Systemic Therapist.

All staff have access to monthly reflective supervision and tailored consultations where they can discuss the needs of each of the children, young people and adults we care for, as well as the impact of this on themselves. All of our frontline managers also access monthly clinical supervision so that they can assist their teams in understanding complex dynamics on a daily basis.

The Hub runs a duty service where all staff can access support around difficulties beyond the norm (e.g. sexualised behaviour, serious self-harm, escalating substance misuse etc.). They offer debriefs after distressing or complex incidents which allow staff space to process difficulties and continually learn.

The Hub supports the referrals process; suggesting what therapeutic support might be necessary to support placements before they have even begun.

Most young people require an assessment to ascertain where they are on their trauma recovery journey and what support is most appropriate at that time.

Often young people are too distressed or have difficulties trusting new people, and in these cases an assessment will be completed with the involved professionals (key workers, social workers, education staff, carers or parents) in order to ensure risk management and safety planning as well as a therapeutic plan with clear recommendations.

100%

DECREASE IN NUMBER OF FRONT GROUND RECOVERY TECHNIQUES

52%

REDUCTION IN RESTRICTIVE PHYSICAL INTERVENTIONS ACROSS ALL SERVICES

Challenging the Status Quo: RiiSE Trauma-Informed Programme

In 2022, Fair Ways developed a new trauma-informed training programme we call RiiSE. This programme has been externally accredited and replaces the traditional restraint training techniques that have been in use across the industry for many years.

RiiSE (Relationship Inspired Ideas for Supportive Environments) is designed to provide a basis of knowledge about why behaviours are presented by the people we support and discusses ways of interacting that look at challenging behaviour with a new perspective.

"See a child differently and you'll see a different child" - Dr Stuart Shanker

With over 340 members of staff trained in 2022, RiiSE has revolutionised how Fair Ways team members interact with young people, children and families in our care as well as each other as colleagues.

Implementation of this training has seen an amazing 52% reduction in Restrictive Physical Interventions across all services and a 100% decrease in the overall number of Front Ground Recovery Techniques since its launch. (Feb 2022 - Feb 2023)

The RiiSE programme is registered and accredited with BILD and the Restraint Reduction Network where it received high praise from the assessors for its depth of knowledge and child-centred approach.

Fair Ways will continue to develop this programme internally with a view to a potentially wider role out in future years.

Creating adventure breaks and new experiences for children in care

Fair Ways purchased School Camp Ltd in January 2021 to now provide adventure breaks and new experiences for children in care with Fair Ways.

During 2022, we further developed the offerings of Fair Ways Outdoor Adventures.

Fair Ways had worked with School Camp Ltd in Wales for several years. This was an established business providing outdoor and adventurous activities to schools but also for our young people, and we were so impressed we bought the company.

Fair Ways Outdoor Adventures is a service for Fair Ways that provides team-building and adventurous learning opportunities to Fair Ways staff teams, and young people in care.

Using modern equipment and experienced activity instructors this service will offer bespoke experiences and is fully licenced to run safe and engaging events and adventurous activities for people of all ages.

This then allows us to provide outdoor education and adventurous activities and wonderful holiday experiences to the young people within our care.

Fair Ways has always invested hugely in staff training. The Outdoor Adventures facilities now provide the opportunity and surroundings to host Fair Ways Leadership courses and other staff development initiatives and truly make the difference in ensuring our staff are the best at what they do.

IMPACT

Why would a successful private company voluntarily become a charity?

In August 2021, Fairways Care (UK) Ltd reregistered as Fair Ways Community Benefit Society Charity. While many private companies set up charitable divisions or foundations to run alongside their operational trading activities, it is very unusual for a successful private company to take this step, as the goodwill value of the company can no longer be realised.

Fair Ways had three key reasons for the decision:

1. Fair Ways has always planned for the longer term. Our vision speaks of leaving a legacy greater than ourselves and our contributions.

2. As Fair Ways' success grew, we became increasingly attractive to competitors seeking to acquire the business. Such transactions are often short term and focused on financial gain and not aligned to our mission to truly make a difference to the children in the sector.

3. In the absence of shareholders, dividends or financial structuring designed to exit funds from the business, Fair Ways is committed to reinvestment of surpluses towards the development of services and staff and to delivering an impact that is unparalleled in the sector.

As a result, our value proposition is much more compelling. Almost all Fair Ways' current income derives from state funds, and we believe that our business model, where we transparently demonstrate the application of these funds, is the best fit to demonstrate our value proposition.

In a sector that continues to be decimated by cutbacks, Fair Ways offers a greater depth and range to all purchasers of our services, but more importantly, the genuine opportunity to truly make a difference to the lives of those in our care.

As we grow it is likely we will need additional capital. Our growth will be managed, not driven by short-term timescales and investor returns, and as a charity we believe that we can raise additional funds from organisations and institutions that align with Fair Ways' values, mission and vision. While the road is likely to be bumpy, we could not be more excited by the possibilities that lie ahead.

MAC MCHUGH
Fair Ways
Chief Executive Officer

GROWTH

Inspection of Garden House

Fair Ways Residential Children's Home

This children's home is owned by a large charity. It is registered to provide care for up to six children from seven to 15 years of age with emotional and/or behavioural difficulties. There were six children living in the home at the time of the inspection.

Overall experiences and progress of children and young people, taking into account	**Outstanding**
How well children and young people are helped and protected	**Outstanding**
The effectiveness of leaders and managers	**Good**

This children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Fair Ways

Garden House receives Outstanding Ofsted Rating in recent Inspection

Fair Ways Residential Children's Home, Garden House, received an Outstanding rating from Ofsted inspectors in September 2022. This rating reflects the dedication of the team and collaboration with other services within Fair Ways.

Our flagship residential home, Garden House, was inspected by Ofsted in September 2022 and we were delighted to receive an Outstanding rating.

Garden House is one of our recent homes. Each time Fair Ways opens new premises we seek to ensure that it is the best we have developed, employing all the positive learning from our previous experiences. And not just the physical layout, but also the gardens, staff facilities and employing all best practice lessons from across our services.

Garden House also looks after younger children and one of our real successes is that it is proving to be a pathway into Fostering placements. We strongly believe that where appropriate, offering a child a family placement is a key positive for their developmental needs and occasionally can be transformative.

The report commented: 'Children receive high-quality care that makes them feel valued and secure. Every child has made significant progress from their starting point.

Children make and sustain meaningful relationships with a consistent staff team. These relationships are warm and nurturing, which ensures children feel safe and genuinely cared for.'

'All children achieve a high level of attendance at school. For some children, this is their first experience of regular school attendance. Staff work closely with each child's school to provide individual support and enhance the child's learning. This results in children making significant academic progress.'

Children's voices are central to the running of the home. Children's views and wishes are listened to on all aspects of their lives.

Staff clearly value the importance of a culture that is respectful and an environment that is maintained to a very high standard, with the children at its heart.

Ofsted
Outstanding Provider

Fair Ways Fostering receives Outstanding Ofsted Rating in recent Inspection

During the year, Fair Ways Fostering agency received an Outstanding rating from Ofsted inspectors. This was a fantastic and very well-deserved achievement by the team who has worked tirelessly over the past few years to ensure that our standards in all aspects of the Fostering Service are at the highest possible levels.

Receiving an Outstanding rating from Ofsted is a huge achievement for our team and wouldn't have been possible without the hard work of the whole team, our amazing foster carers and the wonderful young people we care for.

Fair Ways are one of very few Fostering agencies in our region to hold an Outstanding rating.

The Ofsted Report contained lots of positive quotes; and here are just a few -

"The high quality of care that the foster carers provide to the children improves their life chances."

"Positive energy and a strengths-based culture of high aspirations run through this agency. All staff, including administrators, human resources, finance, information technology and marketing, have one aim, to make a difference in the children's lives."

"Help and support are readily available for the foster carers when they need it. One foster carer described the support as 'second to none'."

"The staff's dedication and commitment to safeguarding are exemplary."

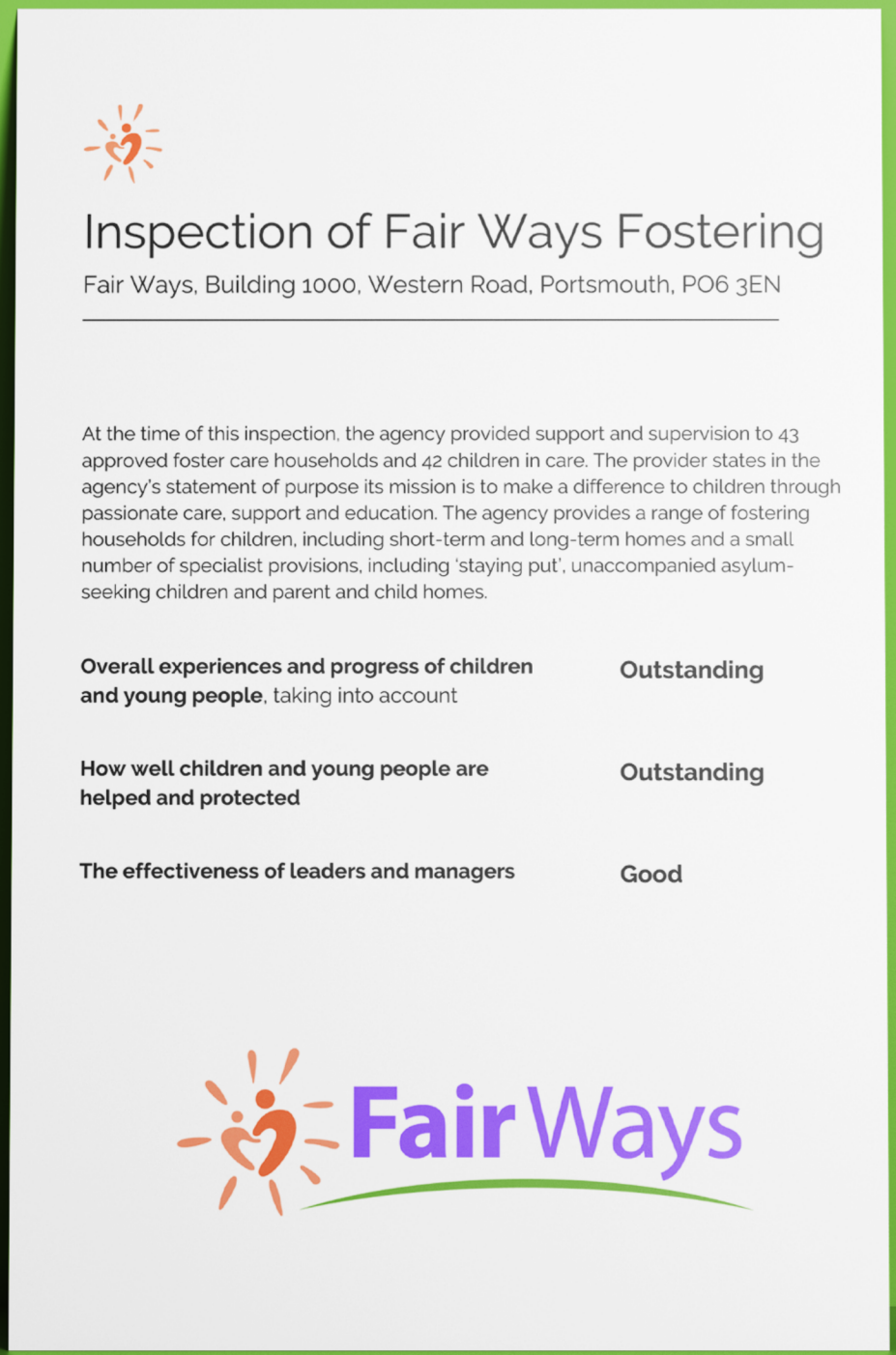
"The leaders, staff and carers strive to make sure the children have opportunities to achieve their dreams."

"The results of the agency's investment into children's participation are outstanding and worthy of wider dissemination in the social care sector."

"The agency is well staffed and supervising social workers hold manageable caseloads to ensure the best possible all-around support is provided to the children and the foster carers."

"The agency encourages the foster carers from the start of their fostering journey to build lasting relationships with the children. Many children remain in contact and connected with their fostering family and with the agency after they leave."

You can read the full report here - https://reports.ofsted.gov.uk/provider/4/SC038930



Inspection of Fair Ways Fostering

Fair Ways, Building 1000, Western Road, Portsmouth, PO6 3EN

At the time of this inspection, the agency provided support and supervision to 43 approved foster care households and 42 children in care. The provider states in the agency's statement of purpose its mission is to make a difference to children through passionate care, support and education. The agency provides a range of fostering households for children, including short-term and long-term homes and a small number of specialist provisions, including 'staying put', unaccompanied asylum-seeking children and parent and child homes.

Overall experiences and progress of children and young people, taking into account	Outstanding
How well children and young people are helped and protected	Outstanding
The effectiveness of leaders and managers	Good

Fair Ways

A last minute dash!

With three days to go until a child's dream family holiday we received a panic call from a foster carer that one of their foster children's passports had still not arrived.

The passport application process for a looked after child is complex and usually a lengthy process. Additionally, the passport application process in the UK was facing major delays.

The teenager was extremely sad and anxious that he wouldn't be able to go away with his foster family and the foster carers didn't want to go at all if he couldn't come with them.

Not all foster children get the chance to go on holiday, let alone on a luxury cruise, so we knew we had to do something to help.

With a lot of team work, last minute phone calls and emails, we finally tracked the passport to London. Securing the right permissions, we dashed to London on a Thursday afternoon, arriving with 30 minutes to spare and secured the passport before travelling back to Portsmouth, ready for the family to leave on Friday morning.

Mission complete!

Inspection of Fair Ways School

New Road, Swanwick, Southampton, Hampshire SO31 7HE

Inspection dates:	2 to 4 March 2022

Overall effectiveness	**Good**
The quality of education	**Good**
Behaviour and attitudes	**Good**
Personal development	**Good**
Leadership and management	**Good**
Sixth-form provision	**Good**
Overall effectiveness at previous inspection	Outstanding
Does the school meet the independent school standards?	**Yes**

Fair Ways School receives Good Ofsted Rating in recent Inspection

Fair Ways School received a Good rating from Ofsted inspectors in March 2022. This rating reflects the continued dedication of the education team and collaboration and co-production with other services within Fair Ways, to deliver the best education to students at Fair Ways School.

Following a very turbulent year at Fair Ways School, including a devastating fire that resulted in the establishment of a brand new temporary school in a short 13-week period, this Ofsted rating was seen as a major success.

The report recognised some of the challenges faced by the school and maintaining services especially during almost two years of the pandemic. We were especially pleased with the following quote:

Leaders have devised a curriculum that helps pupils to make up for lost time. Staff work incredibly hard to find out what pupils know already, and their ambitions for the future. Using this, they design a curriculum that fills in thegaps in pupils'knowledge and buildson their understanding.

Staff are patient, knowledgeable and provide clear instructions. This helps pupils to understand and complete challenging work." Ofsted, 2022

Ofsted
Good
Provider

Manor Farm receives Good Ofsted Rating in recent Inspection

Fair Ways Residential Children's Home, Manor Farm, received a Good rating from Ofsted inspectors in October 2022. This rating reflects the continued dedication of the team and collaboration and co-production with other services within Fair Ways, to deliver the best care and support to children in our care.

In October 2022, our Residential service, Manor Farm was inspected by Ofsted and we are pleased to receive a further Good rating for the service.

The home cares for children who have experienced abuse, rejection, breakdown of a previous placement or exclusion from mainstream school.

Over the past 15 months Fair Ways has increasingly employed a therapeutic model of care to support staff and children. This programme (RiiSE) is discussed elsewhere in the report and the training is being rolled out across all services in Fair Ways.

The report comments: "All the children are making notable progress since they moved into the home. Proactive and committed staff support children to achieve their goals with positive outcomes. Staff know the children and their needs well and have built positive and trusting relationships. As a result, children speak openly about their thoughts, feelings and wishes for the future."

Staff and managers work tirelessly to ensure that children feel supported, and their voices are heard. There is a strong commitment from staff to ensure that children have access to advocacy services and independent visitors. As a result, children have a consistent adult outside of the home who they can raise any issues or concerns with individually and in confidence.

All children attend education and are making good progress. Children said that they like school.

Children live in a homely and nurturing environment. Children have chosen colours and personalised their bedrooms. This gives them a sense of belonging and identity, which is a common thread throughout this home.

Manor Farm is one of Fair Ways' longest operational services and we have advanced plans to upgrade this facility over the coming year with the intention that it will, in turn, become the new Fair Ways flagship residential facility.

Ofsted
Good
Provider

Dan's Story

Dan presents with both learning difficulties and complex trauma with a disorganised attachment.

He can be a loving, caring and attuned child to be around when in the best version of himself. He opens up to staff to allow the building of deep relational exploration and earnt attachment.

We understand that Dan's trauma is deep-rooted from early childhood experiences. His sense of identity is fragile and fragmented, and his perception of self-worth is low.

The 'shield of shame' is often deployed by Dan to protect himself from being overwhelmed by a sense of shame.

While living at MFC, Dan has been making steady progress in most areas of child's development. Dan engages in full-time education, his independence skills are fast growing, and his ability to self-regulate and mange anxiety is getting stronger.

Dan moved on from Fair Ways in 2022, as part of a planned transition, and we believe he made huge amounts of progress during his time at Manor Farm.

Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Fair Ways

Inspection of Birch Grove

Fair Ways Residential Children's Home

Birch Grove is a crisis intervention residential service which provides care and support for up to three young people with complex needs. They provide care for young people experiencing "crisis" for an approximate duration of 12 weeks with a view to preparing them to transition home or on to a longer-term placement. Young people have their care and support needs met and are achieving positive personal outcomes.

Regulation	Summary	Status
N/A	No non-compliance of this type was identified at this inspection	N/A
18	Provider assessment. This should identify children's care and support needs to support them to achieve their personal outcomes and ascertain their views, wishes and feelings.	Achieved
80	Quality of care review. This should reflect analysis of aggregated data on incidents, notifiable incidents, safeguarding matters, whistleblowing, concerns and complaints, any action taken and outcome of any audits undertaken.	Achieved
36	The service provider must ensure that staff receive core training appropriate to the work to be performed.	Achieved
79	The Responsible Individual (RI) must put suitable arrangements in place for the review of policies. The RI must ensure that policies are kept up to date and accord with relevant legislation.	Achieved
7	The service provider must provide a service in accordance with the statement of purpose.	Achieved
Ensure that children do not have access to hazards as far as is reasonably practicable.		Achieved
Ensure that the external grounds have sufficient and suitable seating.		Achieved

Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Inspection of Ty Rhos Bach

Fair Ways Residential Children's Home

Ty Rhos Bach is a crisis intervention residential service for young people with complex needs. They provide care for young people experiencing "crisis" for an approximate duration of 12 weeks with a view to preparing them to transition home or on to a longer-term placement. Young people have their care and support needs met and are achieving positive personal outcomes.

Regulation	Summary	Status
N/A	No non-compliance of this type was identified at this inspection	N/A
34	The service provider must ensure all staff are suitably trained having regard to the care and support needs of children	Achieved
7	The service provider must provide a service in accordance with its statement of purpose	Achieved

Fair Ways

Children's Homes receive a good report from Care Inspectorate Wales

Fair Ways Residential Children's Homes in Wales, received a good rating from Care Inspectorate Wales (CIW) inspectors in October and November 2022. This rating reflects the continued dedication of the team and collaboration and co-production with other services within Fair Ways, to deliver the best care and support to children in our care.

In October and November 2022, our Crisis Intervention homes based in Wales, Ty Rhos Bach and Birch Grove were inspected by CIW and we are pleased to receive a further good report for the service.

The home cares for children who have experienced abuse, rejection, breakdown of a previous placement or exclusion from mainstream school. Located in the Brecon Beacons, the homes provide high quality care and support for young people in crisis and seeking to re-integrate and engage into education and support, before moving onto lesser support.

Over the past 15 months, Fair Ways has employed the RiiSE programme, offering a therapeutic model of care to support staff and children.

The Birch Grove report comments: "Young people are welcomed with sensitivity to help them settle into the home. Care staff treat young people with respect and promote their personal development, a young person told us they are treated "well" and feel "safe". Young people are clear about the duration, aims and expectations of the placement. When young people leave the home, positive endings are promoted."

Read the reports in full, here - https://bit.ly/40LdGSp

Arolygiaeth Gofal Cymru
Care Inspectorate Wales

The Fostering Network

Fostering Children win Award at Fostering Network Awards 2022

Fair Ways was delighted that Levi (8) and Zac (5) won the 'Outstanding Contribution by Sons and Daughters' Award at the 2022 Fostering Excellence Awards, held by The Fostering Network. The award celebrates children and young people under 18 who go over and above in the support of their families and foster siblings.

Levi and Zac's family started their fostering journey with Fair Ways back in 2015, and over the last 7 years, the boys have mainly welcomed unaccompanied asylum-seeking children into their home. At such young ages, the boys have opened their home and hearts to children and young people from a multitude of different cultures and backgrounds.

Throughout their journey, they have been accepting and inclusive of their foster siblings whilst continually embracing the true spirit of fostering.
Whether sharing a bedroom so that their family can help other young people in need, or sharing their toys and friends, Levi and Zac have played a crucial role in the lives of many young people.

Despite often being much younger than those who come to stay, the siblings are great at making children and young people feel more at ease in their new surroundings, all whilst overcoming any language barriers very quickly.

Welcoming a new addition to the family is an exciting and often nerve-wracking experience for families, with many waiting until their sons and daughters have moved out, however Levi and Zac and the thousands of other foster siblings throughout the UK show us every day just how enlightening, valuable and inspirational birth children are, and how positively they can impact the lives of other young people.

Natalie Merriman, Head of Fostering at Fair Ways added - "The care and compassion shown throughout their fostering journey is nothing short of amazing. Their willingness and enthusiasm in welcoming children and young people into their home with open arms, all whilst learning about different cultures and backgrounds is truly inspirational.

The National Children and Young People's Awards 2022

The National Children and Young People's Awards promote outstanding care and support across the UK. Fair Ways Foster Carer, Charlie was a very well-deserved winner of the Foster Carer Award 2022.

Fair Ways were delighted that our Foster Carer, Charlie, won The Foster Carer Award at The National Children and Young People Awards 2022.

Charlie and her late husband Paul fostered for 16 years. In this time, they also inspired their son and partner to foster with Fair Ways Charity. They opened their home to many children, offering long-term and Staying Put placements, as well as respite and emergency arrangements.

Charlie and Paul's speciality was caring for children with complex and challenging behaviours. Their warm and relaxed approach put young people at ease and resulted in a fantastic track record of stable placements. They continue to maintain contact with their foster children long after they have moved on.

Over a two year period, Paul suffered increasing ill health requiring frequent admissions to hospital and being cared for by Charlie at home. Sadly, Paul passed away in May 2022.

Throughout this period, Charlie continued to foster two young people with complex needs and supported them in their return to their birth families, which in itself was a wonderful achievement.

Charlie's commitment, passion and love for the fostering role is so evident. She is a wonderful asset to Fair Ways agency, often supporting new foster carers and we are so proud of her achievement.

> **WE ARE DELIGHTED AND VERY PROUD THAT CHARLIE HAS WON THE FOSTER CARER AWARD. HER DEDICATION TO FOSTERING YOUNG PEOPLE AND PERSONAL RESILIENCE IS AN INSPIRATION, AND ON BEHALF ON EVERYONE AT FAIR WAYS WE WOULD LIKE TO THANK HER FOR HER SERVICE**
>
> Gareth Webb
> Fair Ways Managing Director

Fair Ways
FOSTERING
make a difference.
oster with Fair Ways
CHANGE A CHILD'S LIFE
START A REWARDING CAREER
ARN A COMPETITIVE SALARY
Small things make a BIG difference
2 0
WINNER
2022
SCAN ME
fo@fairways.co
Ways Fostering
CareTalk
HAYS
HAZLEWOODS

A high-performing culture to provide the best results

At Fair Ways, we understand that our core values and culture will play a huge part in our ways of working, whilst providing outstanding quality care, support and education to children, young people and families in our care.

In April 2022, we were delighted that our Managing Director, Gareth Webb, was the proud recipient of the Leadership Award at the 2022 UK Company Culture Awards.

Fair Ways was shortlisted for both Best Employee Development Programme of the Year for our RiiSE programme, and Leadership Award category.

The competition for the awards was very fierce in both categories, with Fair Ways standing out through the way we dealt with adversity and supported staff and service users throughout the COVID-19 pandemic.

Winning the Leadership Award at any time is something to be proud of, but we are especially proud of everyone at Fair Ways to have won it off the back of such a difficult and challenging few years.

Fair Ways Managing Director, Gareth Webb added "Personally, I am immensely proud to have won the Leadership Award during our most challenging year to date, and I hope we can continue the hard work and dedication to improving outcomes for children and young people in care for years to come."

COMPANY CULTURE AWARDS

AWARDS
2022

Fair Ways School (Fort Wallington site) expanded to accommodate additional students

Fair Ways School site in Fareham expanded in 2022 to now accommodate 20 students and has doubled the capacity of this school in the past year.

In late 2022, Fair Ways School in Fort Wallington expanded to facilitate an additional 10 student places, bringing the school capacity to 20.

This further expansion is to meet the strong demand for Fair Ways Education services locally and continues Fair Ways' commitment to providing students with the best quality care, support and education in a high-quality setting.

Many students who attend Fort Wallington site have previously attended other Fair Ways schools.

Fair Ways School (Fort Wallington) focusses on destinations, as this school offers further education opportunities as we prepare students for the next steps in their education journey at college, university or work placements.

It is a real success that these students are choosing to stay in education and we are very proud of their continuing achievements.

> **"OUR DESTINATIONS PROJECT IS PROVING TO BE A REAL SUCCESS IN HELPING STUDENTS SUCCESSFULLY TRANSITION INTO FURTHER EDUCATION, EMPLOYMENT OR TRAINING."**
>
> Laura Rowe
> Fair Ways Director of Education and Health

I AM MORE THAN WHAT YOU SEE
Kacper

Fair Ways Family Centre

Two children were taken into temporary foster care following a failed parenting assessment. The children had different fathers. Both fathers agreed to be assessed to care for their respective child.

Fair Ways provided a parenting assessment at our Family Centre for one father and child. The team worked hard with this father, and he was fully committed to the process. Prior to coming into the Family Centre, he had only had three contact sessions with his child, totalling 7 hours.

We watched an amazing process of attachment and love, grow and develop over the 12 weeks they were with us. The child was transformed and became less anxious, less scared, and less sad. She was happy, content and felt safe, and blossomed in the care of her father. This was a really positive outcome for both the father and his daughter.

The other father also had a positive assessment, and the siblings still have contact.

Fair Ways Family Services continues to support the father and daughter for the next six months. When they leave Fair Ways, they will be ready to face the world without us. We are proud that we have made a difference for them and wish them the best of luck in the future.

Lotus Lodge Residential Family Centre opens in Bournemouth

Fair Ways Family Services team supports families throughout Hampshire and surrounding counties. Our first Family Centre opened in Southampton in 2012 and has already expanded in that location. In response to local demand Fair Ways opened a second, 3-bed Residential Family Centre in Bournemouth in 2022.

Our new service, Lotus Lodge, initially commenced as a step-down service for families, following their assessment period in the Family Centre. However, demand quickly exceeded expectations and led to the service seeking Ofsted registration in early 2023 to become a fully registered Residential Family Centre.

Lotus Lodge offers families parenting assessments, observation, and tailored training to better care for their baby or child. The staff team works in close partnership with the existing Residential Family Centre in Southampton.

A separate bungalow, adjacent to the Family Centre in Southampton, will continue to act as a step-down service for families seeking more independence, following good progress in their parenting assessments.

We have already seen early success, as the first resident of Lotus Lodge successfully transitioned to their own accommodation in early 2023, supported by Fair Ways Assistance Scheme, that helped refurbish the property prior to move in.

Fair Ways Central Support Offices relocated to Lakeside North Harbour

The south coast is the home of Fair Ways, having been formed and based in Southampton. We are excited to have moved into the Portsmouth region in the last 3 years and this latest office move shows Fair Ways' commitment to becoming an employer and charity of choice for people living and working on the south coast.

In October 2022, Fair Ways confirmed the move of their Central Support offices from Regus in Portsmouth to Lakeside North Harbour.

The move has seen Fair Ways expand the offering for Central Support teams, whilst offering a dedicated training centre and kitchen area. The new offices are located in Building 1000 at Lakeside North Harbour, situated less than 100 metres from our previous offices.

Fair Ways Managing Director, Gareth Webb, added "We are delighted to be moving into Lakeside Building 1000. This move further demonstrates our continued commitment and desire to become the leading children's services charity in the south of England, having won Employer of the Year at local Portsmouth Business Excellence Awards".

This move saw our Training team move from their base in Fort Wallington, Fareham, to join our other Central Support services in Lakeside North Harbour.

LAKESIDE
NORTH HARBOUR
BEYOND THE OFFICE

GROWTH

FairWays
making a difference, not a profit
www.fairways.co
FairWays
LITTER
RECYCLING

Fair Ways in Bloom

Our annual inter-service gardening 'competition' started in 2018 and continues to blossom.

From Little Acorns...

The idea for Fair Ways in Bloom germinated in 2018 as a fun 'competition' between Fair Ways locations. In the intervening years this competition has blossomed and today almost all Fair Ways services keenly compete for the Golden Gnome Trophy and associated bragging rights. We have seen the most fabulous creations and imaginative ideas, frequently inspired by our young people.

Behind Fair Ways in Bloom there was always serious intent as follows:

First Impressions Count
For any child or young person joining Fair Ways, it is essential that we create a great first impression. Fair Ways invests in ensuring that all our facilities both externally and internally are to a high standard and maintained as such. We fundamentally believe that each service user deserves to live in high-quality surroundings.

Opportunities For Engagement
Fair Ways staff will always seek to find innovative ways to engage those in our care. Sharing time in designing a garden or making these designs a reality can be a really productive space, to gently engage in conversations and address some of the challenges being faced. We have seen children engage in a sense of ownership and pride in their home and gardens and take pride in showing these off.

The Great Outdoors
Being outdoors and especially in a garden, creates a space for mental well-being, a chance to engage and forge relationships in a new environment and boosts environmental awareness about how we contribute to the world around us.

A word from our Trustees

Anne Segall
Chair of Trustees

Fair Ways Community Benefit Society

David Pilgrim
Trustee

Alex Whitfield
Trustee

Mac McHugh
Chief Executive Officer

Fair Ways Community Benefit Society

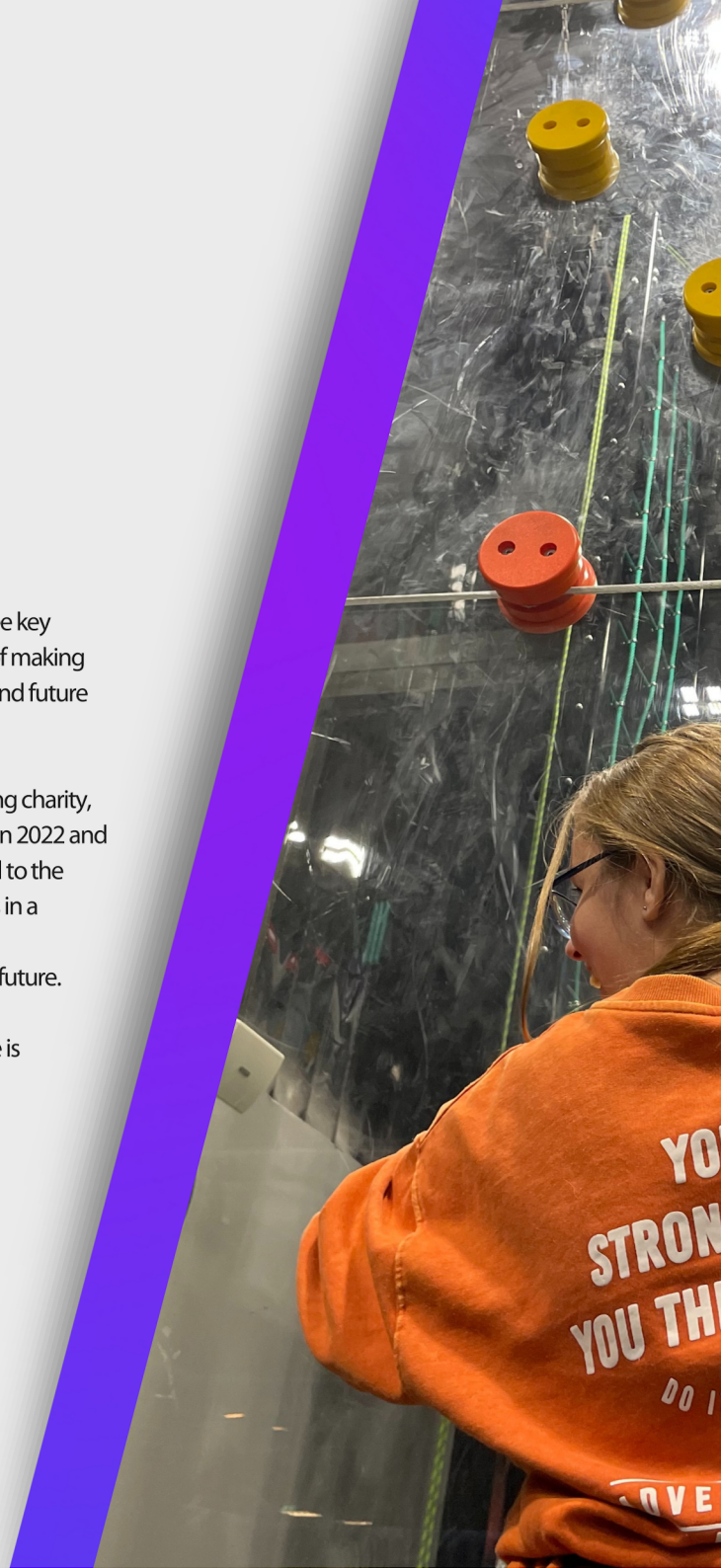
Since becoming Fair Ways Community Benefit Society in August 2021, the Trustee team have focused on three key aspects of our work: Ensuring effective and transparent governance of the charity; working towards the goal of making the governance of Fair Ways CBS, an exemplar for the sector and supporting the achievement of the current and future strategy (of which you can read more in this document).

As trustees, we hold a unique position within Fair Ways. We are an integral part of the leadership of this amazing charity, which is also a substantial business, providing care services for almost 800 children, young people, and adults in 2022 and employing 400 staff in two UK countries, but we also stand apart. It is of the utmost importance to our role and to the good order of the business that we are able to be independent and challenge the executive on their decisions in a constructive, supportive and meaningful way. We are justly, proud of our ability to do this and look forward to developing our role and relationship with the executive and all the employees of the charity as we look to the future.

For the future, in line with our vision, we will continue to support the growth and expansion that the executive is leading, but crucially this will not simply be growth for growth's sake.

The strategic intent is to increase our impact and contribute towards the two campaigns that are discussed on the opposite page. Trustees are also considering options to launch fundraising, to meet the objectives of the charity and also to maximise its impact.

In the coming year, we will look to strengthen our Trustee Board and bring additional skills to support the charity, ourselves and the Executive team. If this is of interest to you, please make contact and we will be happy to discuss our role and strategy in further detail.



Fair Ways Campaigns

Our strategic intent is to increase our Impact, and this will be achieved in a variety of ways. In particular, our focus will be on care leavers: those who leave the support of the care system but struggle to navigate the adult world. They often continue to rely on the state for years and are unable to break free of the generational cycle of poverty and care.

During 2023, we will focus on two key projects as follows:

1. Improving employment opportunities for care leavers in the Portsmouth area

We will look to raise interest across the business community in Portsmouth and align with existing local and government initiatives to ask employers to consider offering employment opportunities to care leavers. This may take many forms including part-time work, training initiatives or apprenticeships. Fair Ways will take on the administration burden to make offering roles to care leavers as simple and flexible as possible.

2. Hosting a Christmas event for care leavers, again in the Portsmouth area.

Christmas Day is one of the most challenging days for young people in care and care leavers. We will look to involve external stakeholders across Portsmouth to offer a fantastic Christmas meal in a great location. Local firms can engage in multiple ways, offering venues, donations of food or presents for young care leavers, or offering their staff to volunteer as part of their corporate social responsibility programmes.

We look forward to updating on these ventures in our next report.

FairWays

General Enquiries: **02380 230 400**
Email: **hello@fairways.co**
www. **fairways.co**

Registered Office: **Lakeside North Harbour,**
Western Road, Portsmouth, Hampshire, PO6 3EN