



**CSM Independence Ltd.**  
**'Inspiring Future Generations'**

**CSM Independence Ltd. Statement of Purpose**

**CSM Independence Mission Statement:**

***'Safeguarding young people through semi-independent living in order to help, encourage and educate them to fulfil their potential'***



Our Semi - Independent Living provision consists of 9am – 5pm support staff Monday – Friday and regular weekend spot checks, for young people aged 16-18. The provision caters to all young people who are referred to us from local authority social care, including those with complex needs and challenging behaviours.

CSM Independence Ltd. offers accommodation to young males and females.

Our provision is aimed at supporting Young People to evidence tenancy skills and to set goals and plan for independent housing on leaving care.

This system ensures many benefits come to fruition, including the reduction of risk taking behaviours and sexual exploitation.

This is a holistic accommodation-based service which aims to prevent and/or reduce negative behaviours in young people. The nature of Semi - Independent Living also helps to equip young people with the life skills necessary to live independently.



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## **Semi - Independent Living: What We Provide**

When placing a young adult within our semi-independent living project, we concentrate on the following basic tasks in order to aid, build and maintain the young person's independent living skills:

- Support with food preparation.
- Support with maintaining a clean and safe living environment.
- Daily reflective support on behaviour and conduct.
- Intelligently preventing incidents and managing them professionally if they are to arise.

Depending on the young person's exact needs, we can then factor in additional support. This may include:

- Support with budgeting.
- Support with self-harm reduction.
- Support to attend community based appointments.
- Support with engaging in training, education or employment.
- Support with attending leisure and health activities.
- Support with reducing substance or alcohol abuse and the reduction of sexualised and sexually harmful behaviour.
- Support with planning and goal setting
- Support to plan for independent housing and tenancy skills



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### **Education & Training**

Through well-structured risk assessments that incorporate strict boundaries and produce positive measurable outcomes, CSM Independence Ltd. are able to offer vulnerable people the opportunity to improve their quality of life and enable them to achieve greater independence.

### **Staff / Support**

Our staff are hired directly by the company, consequently our staff members receive thorough training, supervision and guidance and are able to communicate with the CSM Independence Ltd. management team regularly.

Our team of staff are fully DBS enhanced checked. We have a mixture of male and female staff giving us the opportunity to provide our placements with key workers whom they can work well with giving them the best opportunity to progress to independence.

Our support plans are individually designed for each young person. We have our own support booklet and we integrate monthly targets.

We have links with the local Police beat managers, Local Job centres, council housing provisions and we work closely with the local Youth offending team.

We feel communication is a vital part of our work, we send weekly updates to relevant professionals including social workers.

### **The Management are:**

1. Chris Delarge
2. Mark Symons
3. Laura Pennery

**See the bottom of this document for their CV's.**



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### **Recording, Engaging and Communicating:**

We believe that in order to aid a young person to independence we must ensure the young person fully engages with the service. There can at times be certain barriers to engagement, therefore we feel using methods and tools to record, monitor and communicate with our young adults increase our level of understanding. This will then allow CSM Independence Ltd. and other professionals the knowledge and ability to help the young person make changes. We will then, of course, amend support plans in order to effectively aid the young person to produce positive outcomes.

### **Daily Engagement Logs**

CSM Independence Ltd. offer far more than just accommodation and support. Our objective is to aid our young adults on to independence. This cannot be successfully achieved if the young person is not proactively monitored; our staff members are tasked with recording the young person’s movements, decision making, conversations and actions throughout the day. This allows CSM Independence Ltd. and relevant professionals the opportunity to thoroughly assess and understand the young person’s needs. The logs enable us to see patterns and understand why incidents may have taken place.

### **Key Work Sessions**

Our key work sessions work in tandem with our daily engagement logs, however these sessions cannot be carried out without the young person’s involvement, input and feedback. The sessions are usually carried out on a weekly basis and cover subjects like: Health, Peer Relationships, Education, Employment, Training, Sexual Health & Relationships, Economic Well-being, Independent skills and much more.

### **Weekly Activity & Goal Setting Plan**

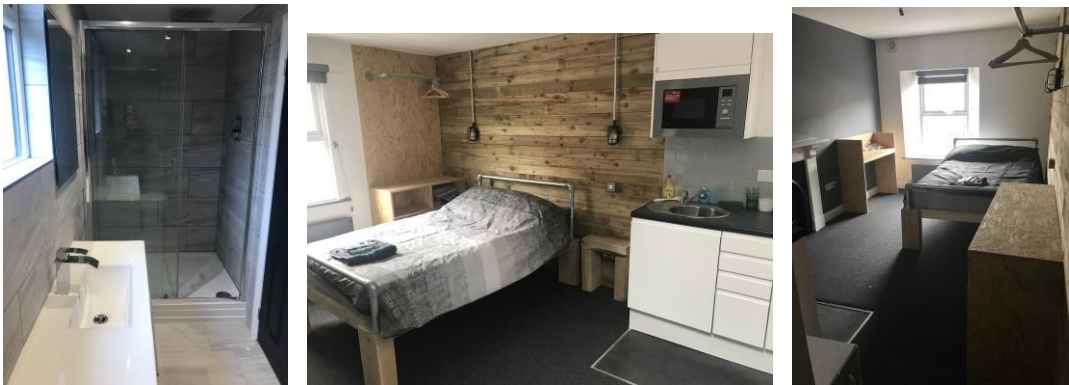
These plans are particularly useful for young persons diagnosed within the Autistic Spectrum but are as equally beneficial to other young people. Setting goals and making weekly plans allow us to build a well-structured package whilst allowing the young person to feel in control of their support, the plans are usually discussed and amended via key work sessions.



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**Accommodation**

Our flats are in Paignton. The property is fully furnished to a high standard offering each individual their own kitchen and living area, with communal laundry facilities and 3 bathrooms plus WC.



All young adults are provided with a starter pack when they arrive, this includes: shower gel, toothbrush and toothpaste, pasta, pasta sauce, tea and coffee. At CSM Independence Ltd. we believe this will give all our young adults an equal start when arriving with us.

All our young adults are provided with their own fully furnished locked room containing a bed with full bedding, a television, a chest of drawers and a wardrobe. Along with a fully equipped kitchen including a microwave/combi oven, fridge, freezer, sink, crockery and utensils.

Our property is up to the latest fire regulations and regularly inspected by a fire officer.



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**Curriculum Vitae**

**Mark Symons**

**Personal Statement:**

I am a well-motivated person who can work just as well in a team as well as on my own. I am a well organised individual who engages every task and project with enthusiasm and vigour completing them to a high standard. I have good communication skills and very professional with my young persons and customers as well as my colleagues.

**Qualifications:**

- G.C.S.E's (8 to national pass standard)
- Group 2 Safeguarding Children and Young People
- Group 3 Safeguarding Children and young People
- Understanding Child Protection

**Employment History:**

**Support worker for Fusion Independence** - Duties included day to day running of semi-independent provision for young persons aged 16-18, facilitating those within our care to become independent at the time of leaving. Liaising within multi-disciplinary teams is a vital part of the job role, and has enabled me to develop my interpersonal skills and acquire a vast depth of knowledge within the care industry.

**Self-employed general builder and maintenance engineer** - I was self-employed for 12 years and during these years have covered all aspects of building work from complete new builds to general maintenance. Recently I have been fitting bathrooms and kitchens and carrying out maintenance of several commercial properties in the local area. My more specific skills are roofing, ground works, general carpentry, plastering and dry lining, plumbing and basic electrical. As a self-employed builder it was imperative that I took pride in all work I undertook to ensure ongoing work.

**BT contracting (overhead communication engineer)** - I have had experience with British

Telecom networks as an overhead engineer in the UK and I am qualified to work on the telecommunications over ground network.

**Sidmouth scaffolding** - Predominantly erection and dismantling of scaffolding.



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**British Army (1st Battalion, Devonshire and Dorset Regiment) -** Serving for the armed forces instilled a great sense of discipline and provided an excellent opportunity to experience team work which I have built upon throughout my working career.

**Interests and Hobbies**

I enjoy spending quality time with my four children, and especially like to include them in my other interests and hobbies. We like to go camping, with our dog Blue, and experience outdoor living. Golf and Rugby are favourite pass-times of mine, and I have recently completed my 2<sup>nd</sup> Triathlon.



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**Curriculum Vitae**

**Christopher W B Delarge**

**Profile:**

I am an enthusiastic, dedicated, hardworking individual who seeks further advancement in a forward thinking dynamic company. I have many years' experience within the Building Supply Industry but am willing to change career paths if the right opportunity was offered.

**Education:** Secondary: Qualifications Gained: 8 GCSE's  
College: Qualifications Gained: BTEC in Engineering

**Other Qualifications:**

- Fork Lift Driver
- First Aid
- Certification for Woodworking Machinery
- FINN Forest Timber and BWF Representative Course
- BMF Certification in Fire Doors
- Virtual World Designer
- COSHH Managing Safety
- Group 2 Safeguarding Children and Young People
- Group 3 Safeguarding Children and Young People

**Work History:**

**Abode Bathrooms by Design (Exmouth – Project Sales Manager)** - Design, price and project manage all bathroom projects with the business.

**Bradfords Building Supplies (Sidmouth – Commercial Manager)** - Responsible for a £3.000.000 budget, arranged all account customers prices, carried out regular risk assessments of premises, achieved weekly sales figures, appraising the staff, organised and led weekly meetings and managed 21 members of staff.





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**Alsford Timber (Mortlake, London - Assistant Branch Manager)** - Assist with budget control, daily cashing up, weekly sales figures and control six staff. I was responsible for setting up all the Health & Safety aspects within Mortlake and currently the HSE Officer for this yard. Also responsible for the shop including ordering and increasing sales. During the Managers absence I take on full responsibility for the yard which has a turnover in excess of £1.15 million per year.

**Alsford Timber (London - Area Sales Manager)** - Responsible for creating and increasing new business to a budget target of £250k for the four London branches (Cobham, Twickenham, Mortlake & Surbiton). Visiting existing account customers premises with the aim to increase sales and maintain good customer relations.

**Alsford Timber (Twickenham, Middlesex - Yard Foreman)** - Control delivery vehicle loads, responsible for 4 yard employees also dealing with cash & account customers on a daily basis.

**Alsford Timber (Feltham, Middlesex - Assistant Salesman)** - Serve customers, maintain yard cleanliness & safety.

**Thorpe Park (Chertsey - Visitor Assistant)**

**Penton Marina (Chertsey - Handyman)**

**Safe Clean Ltd (Bedfont, Middlesex - Assistant)**

**Skills:**

- Have competed in Rugby at a semi-professional level.
- Former member of London Scottish, Harlequins and Rosslyn Rugby Clubs.
- I have past experience of representing South of England in Rugby and have previously played for the county of Middlesex.
- Have captain experience amongst all the teams I have played for.
- I enjoy golf and have organised a number of events in aid of the charity CLIC Sergeant, raising over £3000.
- Have a very broad knowledge of sales and management and I am keen to expand on this.
- I am a very good team member but also work well alone.



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**Laura Pennery**

Laura@csmindependence.co.uk

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**Personal Statement**

Professional with experience working with children, young people and adults in a diverse range of social care settings. I have a strong academic background, completing both a undergraduate and master's in social sciences to high standards. Feedback from employers demonstrates my competence in undertaking evidence based assessments and communication. I am a versatile worker, and have demonstrated my ability to work within a variety of multi-professional teams and 1-1 settings.

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**Experience**

**Interim Project worker, Women's refuge**

PDAS, Sanctuary September 2016- Present

- Supporting women and children who have fled domestic violence
- Undertaking support plans and 1-1 support as assigned by caseworkers
- Conflict resolution and crisis management, responding to emergency situations whilst lone working and following safeguarding protocol.
- Liaising with statutory services and third party agencies in line with adult and children safeguarding policies and procedures

**Coach, Plymouth Foyer**

Devon and Cornwall Housing January 2015- April 2016

- Supporting 16-25 year old homeless young people within a supported housing setting. Working with young people with varying presenting needs such as substance misuse, mental health and offending.
- Managing a case-load, undertaking personalised, flexible support with maintaining a tenancy and developing independent living skills. Enabling positive outcomes and move on into independent living
- Management of crisis situations
- Undertaking of risk assessments needs plans and safeguarding procedures.



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**Social Worker, Adult Social care (Assessment and Review Pathway, Advice and Information)**

Plymouth City Council, October 2013 – August 2014

- My role within Plymouth City Council has provided me with the opportunity to work within a generic social work team in contrast to specialist sectors. This has given me the opportunity to enhance my skills and knowledge of different specialisms such as learning disabilities and mental health.
- Case-load management: Undertaking social care assessments and reviews within the timeframe set out by the local authority.
- : screening referrals to determine and prioritise cases in terms of; eligibility of needs, risks and crisis prevention.

**Community Support Worker**

Portsmouth City Council, July 2013- September 2013.

- My role within this time was primarily working with elderly and adults with physical disabilities. My work in this job consisted of undertaking assessments of needs and timely reviews and management of a caseload. This gave me an opportunity to develop and apply my knowledge of the personalisation agenda and needs led evidence based assessments into practice.

**Social Work Student: Drugs and Alcohol/welfare practitioner**

Baytrees NHS drug and alcohol detox treatment centre, 2012- May 2013

This role involved a fast paced work supporting a case-load of drug and alcohol users undertaking treatment. This included using a harm reduction, psycho-social approach to work with client's during their treatment and planning for discharge. Through this placement I developed my skills in working with client's through 1-1 and group sessions. I also attended weekly professional meetings, in which I had a valuable input.



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**Social Work Student, Education and Welfare Office**

Paulsgrove Primary School, 2011-2012

- An integral part of this role was supporting children identified with behavioural/emotional problems and or under child in need/protection plans.
  - Key aspects involved working with parents and children to improve attendance, planning and implanting nurture programmes to support children with emotional issues.
  - Through this placement I got first hand experience of applying statutory child protection procedures and early interventions. Undertaking CAF's and being lead role for the school in Children's Social Care professional meetings.
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**Education and Qualifications**

**Portsmouth University, 2011-2013 MSc Social Work: Merit**

**University of Kent, 2008-2011 BSc Psychology, 2:1**

**Havant College: 2006-2008 A levels German, Psychology, History: B B C**

**Horndean Technology College: 2001-2006 9 Gcse's: A\* - B**