



phoenix
NURTURE > FLOURISH > GROW

Company Introduction

ADULT SERVICES

- Residential
- Supported Living
- Specialist

CHILDREN'S SERVICES

- Residential
- Specialist

EDUCATION

- Primary
- Secondary
- Further



phoenix
NURTURE > FLOURISH > GROW

Through honesty, empathy, aspiration, respect and teamwork, we promote a culture where ideas can blossom, every individual can flourish and outcomes for all can be achieved.

oakwood
> SPECIALIST COLLEGE

**petherton
parkschool**
> INSPIRING LEARNING

acorns
school
> INSPIRING LEARNING

**ysgol tŷ
monmouth**
> MONMOUTH HOUSE SCHOOL

neptuneschool
> INSPIRING LEARNING

Introducing the Team

We are delighted to be able to introduce Phoenix Learning and Care Group within this overview document.

Phoenix works with young people and young adults giving opportunities for life and living, a real sense of achievement and a pathway to an independent future. We provide space where individuals can flourish.

NURTURE > FLOURISH > GROW >

nurture /ˈnʌtʃə/ 1 provide and care for and protect someone while they are growing.

flourish /ˈflʌrɪʃ/ 1 to grow or develop in a healthy or vigorous way, especially as the result of support, gesture or action.

grow /ɡrəʊ/ 1 to undergo development by increasing physically, developmentally and through personality and experiences.

The Phoenix Learning and Care Group was established in 2006 and has more than 40 services across the South of England and South Wales including schools, colleges, residential children's homes and adult supported living services.

We provide education in schools delivering KS2 to KS4 curriculum for those with special educational needs and further education through our specialist college.

Our aim is simple: to improve an individual's skills and abilities, help them cope with their life experiences and give them the knowledge and skills to be effective, productive and valued members of society.



22
Children's Homes



4
Schools
Primary & Secondary



1
College,
2 Secondary Campuses &
6 residential properties



7
Adult Services
Locations

Services

- Therapeutic Children's Homes
- 90 Day Crisis Assessment and Support
- Supported Living
- Residential Educational Placements
- Schools
- Colleges
- In house Integrated Therapies
- Adult Residential

Specialisms

- Autism (ASD)
- Attachment and Trauma
- Positive Behavioural Support
- Social Emotional and Mental Health (SEMH)
- Learning disabilities (LD)
- Speech & Language Therapy



Financial

- £18.5m+ Turnover
- Contract holder with many Local Authorities
- In house multi-disciplinary estates team
- Mixed tenure of properties including freehold sites
- 100% of surplus reinvested into the business
- Sustainable and safe financial space



People

- Stable, resilient, experienced and engaging workforce
- Talent and values focused recruitment
- Headcount of 460 and growing

We invest significantly in training and development, we support individuals to develop their career with us. One example of this is supporting individuals to progress through our Aspiring Leaders programme. We have a strong heritage of developing managers and supporting them to lead their own teams.

Our Learning Environments

Class sizes of no more than four students, with the support of one teacher and one learning support assistant allows for individualised learning and assists students to reduce their individual barriers to learning.

A greater level of support can be arranged such as 1-1 learning support assistant or teacher support, this need is assessed pre-admission. Student grouping is based on age and ability, both academic and social needs contribute to class grouping.

Within the school day there is a focus on core subjects in the morning and enrichment activities in the afternoon, there are short breaks throughout the day together with grouped lunch breaks and end of day class circle time; this allows for individual and group reflection, together with celebration of progress and success.

Additionally, our Schools provide individualised alternative education/outreach to pupils who struggle to learn in a classroom setting but can be supported successfully to gain education through activity across a range of community-based settings.

The College has a strong focus on employability and developing skills for life across many areas and the curriculum is built with this in mind. The College as a specialist leader in its field, work with other educational establishments to provide wrap-around bespoke education enrichment programmes which prepare students for life.



Integrated Therapies Team

At Phoenix we are immensely proud of having a dedicated therapies resource. Led by Dr Ben Smith D.Clin.Psy. who has designed a team and programme specifically to provide therapeutic support to the wide range of individuals we work with. Examples of our individual therapies are shown below:





**Annual
Phoenix Awards**
where we celebrate
achievements across
the Group



Ethos & Values

Our values are part of our DNA, they were formed by our employees. They help guide the way we support the individuals we care for, how we work with our customers and with each other.

Through honesty, empathy, aspiration, respect and teamwork, we strive to promote a culture where ideas can blossom, every individual can flourish and outcomes for all can be met.



Honesty
Empathy
Aspiration
Respect
Teamwork

Honesty

Mutual honesty is the cornerstone of any relationship we build with the people we work with

Empathy

We work to understand and empathise with all the individuals we care for – it is important we show empathy and not sympathy

Aspiration

We work to assist all individuals aspire to achieve their goals and outcomes

Respect

We treat others in the same way we wish to be treated and to build shared respect

Teamwork

We strive to provide consistency in our approach through effective teamwork and to bring the best out of each other

Locations

- ▲ SUPPORT HUB
- ADULT
- CHILDREN'S
- EDUCATION



If you would like to
find out more please contact:

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