

Easy Read: **Achieve together Impact Report 2024 / 2025**



Welcome to the Achieve together impact report for years 2024 and 2025.



An impact report is a document that is all about the things an organisation has achieved in the last year.



Chief Executive Officer (CEO) **Zak Houlahan** says he is very happy that many projects and plans are now being co-produced and made simple for team members.

Part 1: People we support at the center of what we do



Unity is a co-production group. **Co-production** is when people we support work together with team members as equal partners to achieve a goal.



Unity and Campaign 4 Change created **The Big Plan**. The plan says how Achieve together will work together with people we support.



People now have special jobs in Unity, like helping with recruitment, equality, or events.



Unity have been involved in lots of projects:

- Unity gives stamps of approval to co-produced projects.
- Unity helped to make better job adverts.



- Unity goes to meetings with CEO Zak and other Achieve together leaders.



- Unity helps to make easy to read information.



Self-advocacy group **Campaign 4 Change** helps people speak up about their rights. They go to events, make videos, help with research and work in partnerships with different organisations.





This year, people we support did lots of fun things, like an art exhibition, Athletics Championship and the Wellbeing Festivals.



People are supported to work and volunteer. They help at farms, coffee mornings, and more.



We support D/deaf people. We use British Sign Language and make sure everyone is included.

Part 2: Inspiring Teams



Achieve together has over 6,000 team members. Many have worked here for a long time, and new team members get a good welcome and lots of help to settle in.



Lots of training has been delivered to team members:

- **Mental Health First Aid**
This helps support people's mental wellbeing.
- **Oliver McGowan training**
This helps us support people with learning disabilities and autism.
- **The Great Manager Academy**
This helps people become managers.





Team members can do apprenticeships. This means learning while working and getting a qualification. Over 100 people finished their apprenticeships last year.



Team members are celebrated. Every month, awards are given to great team members and managers.



Achieve together leaders had a big meeting in London. They talked about safety, teamwork, and plans for the future.

Questions

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1. What do you think about it?

☒ Good

☐ Bad

☐ Not sure



Achieve together team members gave feedback about their jobs in a survey. Most people said they feel happy and included at work.



Achieve together was named one of the best employers by the Financial Times newspaper. This means it's a great place to work.



We celebrate different people and cultures. There were events for Pride and Black History Month.

Part 3: Organisational Improvement



We check our homes to make sure they are safe and good. We did 785 checks last year.



We ask families for feedback. This helps us make things better for people we support.



We changed how we check to make sure our homes are good for people. Now it's easier for teams to do, and includes the views of family members.



We are working hard to keep people safe. We are hiring safety experts and improving training for our team members.



We help people live better, healthy and good lives. Support plans are clear and help people reach their goals. People learn about food, exercise, and feeling well.



Most homes get good and outstanding reports from inspectors. This means people are getting good care.



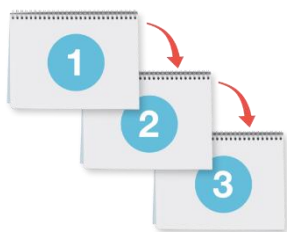
We help people who feel very sad or hurt themselves. We're good at following national rules to keep people safe.



We use **Positive Behaviour Support** (PBS). This helps people to manage their emotions.



We support people at the end of their lives with love and care. We make sure they feel peaceful and respected.



Managers use training, technology and meetings to make sure that homes are run safely and that people are supported well.

We make ways of working simpler for teams. This gives them more time to spend supporting people.

Families say good things about our support. Most say their loved ones are safe, happy, and treated kindly.

Part 4: Sustainable delivery and growth



We care about the planet. We want to help stop climate change and protect nature.



We are saving energy. We added solar panels, smart meters, and better lights in some homes. All our homes use electricity and gas from clean sources.



We plan to keep reducing our organisation's impact in the environment.



We made Easy Read guides about the environment. These help people learn about recycling, saving energy, and nature.



Over 400 people joined our **Return to the Wild** campaign. They made gardens better for animals and plants. People planted flowers, built bug hotels, and helped wildlife.



We are fixing old homes. Some of our homes are historic buildings, and we are keeping them safe and special.



We won awards. Our team members were praised for great care and leadership.



We welcomed 18 new homes to the organisation. These homes joined Achieve together to help more people.



We are improving our technology. Our systems are safer and easier to use. We use an app so that team members can share news and updates from homes.



We support the **United Nations goals**. These include good health, learning, fairness, and protecting the planet.



We are proud of our teams. Their hard work helps people live happy, healthy, and meaningful lives.

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