

# Parity for Disability

Specialist services and support for people with profound and multiple disabilities since 1991.



**Learning-based day services** with trained staff for people aged 18+ from Hampshire, Surrey, Berkshire and beyond in **Farnborough, Camberley and Mytchett.**

**Easter and Summer Activity Scheme** for young people aged 12+, based in Fleet, Hampshire.

**Music Therapy Service** for all ages.

**PARITY**

For People With Multiple Disabilities

Registered Charity No. 1071571



## Parity's Day Services

Our mission is excellence in the provision of services and support for people with multiple disabilities, their families and carers.

For our staff, it's not just about coming in, doing a job, and going home again. The staff team embodies Parity's philosophy of equality, dignity, rights and quality of life for people with multiple disabilities. We consider not just their physical needs, but their psychological and emotional needs too.

Backed by a formal study of the region proving the need, parents and professionals set up Parity's day services over 25 years ago for people with profound and multiple disabilities who had finished full-time education.

The people using our day services (known as students) develop the relationships and resources they need to manage their day, leading engaged and active lives. Staff get to know the students well, and support them to interact and socialise with others, including with their peer group.

The day services operate Monday to Friday. Students can attend from a half day to a full five days per week.

We provide appropriate space, up-to-date equipment, technology, personal care

facilities and input around postural care, speech and communication, and emotional and behavioural difficulties. Students plan numerous outings using our fleet of adapted minibuses, within the surrounding community and further afield.

We work with partners, including family, to ensure any decisions are made in the student's best interests. We provide information and include them fully in decisions regarding the student. We hold annual reviews with students and families. We understand and use the Mental Capacity Act when appropriate and consult with relevant persons.

**“ Before my son attended Parity it's fair to say that we were beside ourselves with worry for his future. After the school system, people like my son are left high and dry and it's very frightening. I was lucky enough to meet a client who attended Parity and then the sun came out and it's shone ever since.”**

**Through tailored activities with aims and objectives, our trained staff support each student to:**

- Improve their communication skills and express their choices, needs and opinions,
- Develop confidence in using their abilities and trying new things,
- Maintain and develop social skills,
- Adopt effective ways of coping with anxiety and distress,
- Build greater practical and emotional independence.



**Students work with staff towards:**

- Preventing medical complications,
- Maintaining mobility,
- Promoting flexibility,
- Building muscle strength and reducing stiffness,
- Managing a healthy weight,
- Maintaining dexterity (for eating and drinking, among other purposes),
- Positioning themselves for a bigger range of activities.



## Activities and Opportunities

We support each student to confront the barriers to achieving potential and enjoying a good life. We aim to ensure each person can manage their day in safety and dignity, exercise control and successfully meet their very individual needs.

Each student using Parity's services undertakes activities agreed through close consultation with the person, their family or carer and related professionals. We place a strong emphasis on developing and maintaining skills, and on effective communication.

With each student, we develop a tailor-made programme that includes goal setting. The student draws on community facilities as well as Parity's own resources.

Parity oversees safe positioning and postural care, use of equipment and tailored exercise programmes. The range of equipment and

resources encourages students to stay active and involved, whether solo or in a group activity.

Overhead hoists promote standing, walking and free movement. Multi-positional, adjustable therapy beds further enable participation while out of a wheelchair.

We provide technology, like projection systems and interactive screens, which is flexible and adaptable to students' requirements and activities. This includes eye-controlled devices, iPads and PCs.

**“ My son has gained many new skills that I thought would be impossible. I never cease to be amazed at the new ideas that are offered.”**

**“At home, she would be staying in one place only. In Parity, she is active, moves around, plays, exercises.”**

# Our Communication Approach

All communication is valued and we use a wide variety of techniques and tools. Staff train in established and new approaches and work with students, staff, families and professionals. With support, the students are able to express what is important to them, and take part in their own decision-making.

We aim to preserve and develop students' abilities to connect and express themselves, so they make the most of all their activities, including social opportunities and forming relationships. At the same time, staff build an understanding of each student, with the intention of reading them correctly and responding appropriately.

Students can develop their skills using both low- and high-tech Augmentative and Alternative Communication (AAC) devices or equipment as required.



## Music Therapy Within the Day Services

Parity's qualified music therapists use the power of music to address communication and emotional difficulties. People with multiple disabilities may have limited means to let people know why they are distressed or to process

their feelings. They may be finding it difficult to cope, be at the very beginnings of communication, or need additional help to reach their potential. Our music therapists have expertise in emotional and behaviour support. They can also advise others, including families and outside professionals.

Students can take individual music therapy places, or group music therapy if it's more appropriate to their needs.

# Our Staff

Parity for Disability's care team represents over 25 years of experience addressing the needs of people with multiple disabilities.

In Parity's recruitment process, successful candidates must demonstrate empathy and a positive attitude towards disability. Our low staff turnover ensures that insights about the student are maintained and promotes continuity of care.

All of Parity's staff undergo specialist training. Staff offer expertise in administering medication, managing eating and drinking safely including PEG feeding and catering for acute requirements or issues. The team are skilled at creating and delivering activities, using their initiative and challenging preconceptions about what students may wish to do or be capable of doing. There are enough staff available to ensure each student has the necessary support, while allowing time for documentation, review meetings and training.



**“An amazing place to work, with lots of fun and laughter. The students are great and you're part of a well-trained, motivated team.”**



We also provide the following services. Separate brochures and more information are available by contacting Parity or visiting [www.parityfordisability.org.uk](http://www.parityfordisability.org.uk).



## Easter and Summer Activity Schemes

The charity also delivers Easter and summer Activity Schemes for young people with multiple disabilities aged 12 and over, where they get involved in the indoor and outdoor activities other youngsters might take for granted. Contact **Alison Cooper** on **01252 375581** or [info@parityfordisability.org.uk](mailto:info@parityfordisability.org.uk)

## Outreach Music Therapy Service

Parity's music therapy team also operates in the wider community, both on-site and in homes, schools and other settings. The service:

- Accepts referrals for music therapy from adults and children. (Referrals may be made by the person themselves, by a family member or by a professional.)
- Offers individual or groupwork.
- Contracts to provide a music therapy service to other organisations such as schools, colleges, day and residential services.
- Provides taster sessions or pilot projects.
- Provides training to help people use music in other settings.

Contact **Jenny Robson** on **01252 375581** or [info@parityfordisability.org.uk](mailto:info@parityfordisability.org.uk).



## Referral

If you're considering referral, please come and see us.

Contact **Alison Cooper** on **alison@parityfordisability.org.uk** or **01252 375581**.

Our day services are located at:

- 92-94 Whetstone Road, Cove, Farnborough, Hampshire GU14 9SX
- 231 Upper College Ride, Camberley, Surrey GU15 4HE
- 23 Salisbury Grove, Mytchett, Surrey GU16 6BP

New students at Parity for Disability undertake a three-month initial placement, followed by a review. We then establish their Individual Programme Plan in consultation with the student, their families, carers and relevant professionals. Each student participates in six-monthly internal reviews and annual reviews.

Local Authorities or Continuing Health Care pay for the funding for most people to attend our services. We are happy to talk with you if you need help to understand how funding works.

## The Parity for Disability Mission

Excellence in the provision of services and support for people with profound and multiple disabilities and their families.

# Contact us or visit our website to learn more about getting involved.

We raise over **£150,000** each year and rely on **over 100** volunteers to maintain Parity for Disability's vital services.

Parity for Disability is a Registered Charity **No. 1071571**.

### Contact

#### Address:

**Parity for Disability**  
94 Whetstone Road  
Cove, Farnborough  
Hampshire GU14 9SX

#### Call:

01252 375581

#### Email:

info@parityfordisability.org.uk

#### Or visit

www.parityfordisability.org.uk