



# The **Beehive**

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## PROJECT

### **Business Proposal**

# Our Ethos

The Beehive Project is committed to improving the outcome for children and young people who are looked after, leaving care, or require support in different aspects of their life. Young people are at the heart of everything we do at The Beehive Project, and we strive to ensure the safety and improve the outcome of every young person within our accommodation. The Beehive Project combines the stability of the support services with the flexibility and energy of a private company. We are very proud to provide positive, effective support solutions to complicated problems.

## About Us

The Beehive Project is a young, vibrant, and fast-paced company that provides unique, semi-independent, and supported accommodation with a variety of options to meet all young people's needs. We are passionate about our pursuit to help young people build stable and successful lives. Our aim is to help our clients unlock their full potential and help them open doors to a secure and positive future.



Our founder, Lee Firetto, is committed to helping young people across the UK. He set up The Beehive Project in 2019 after discovering the lack of support available to 16 to 25-year-olds.

## Support, Provide, Educate and Grow

Support, Provide, Educate and Grow are our shared values that underpin The Beehive Project. We provide a strong, interactive, working community within the businesses and can offer work placements and apprenticeships with us. This offers huge benefits to a young person's confidence and self-worth, which is an important factor in achieving a positive change.



## How We Work

A one-size-fits-all approach for determining suitable accommodation simply doesn't work, therefore we assess the background of a young person's individual needs and their specific circumstances. Where the interaction of shared living is a positive step for one person, others may need the peace and quiet of individual living. At The Beehive Project, we have developed a policy to address the varied needs of our clients.

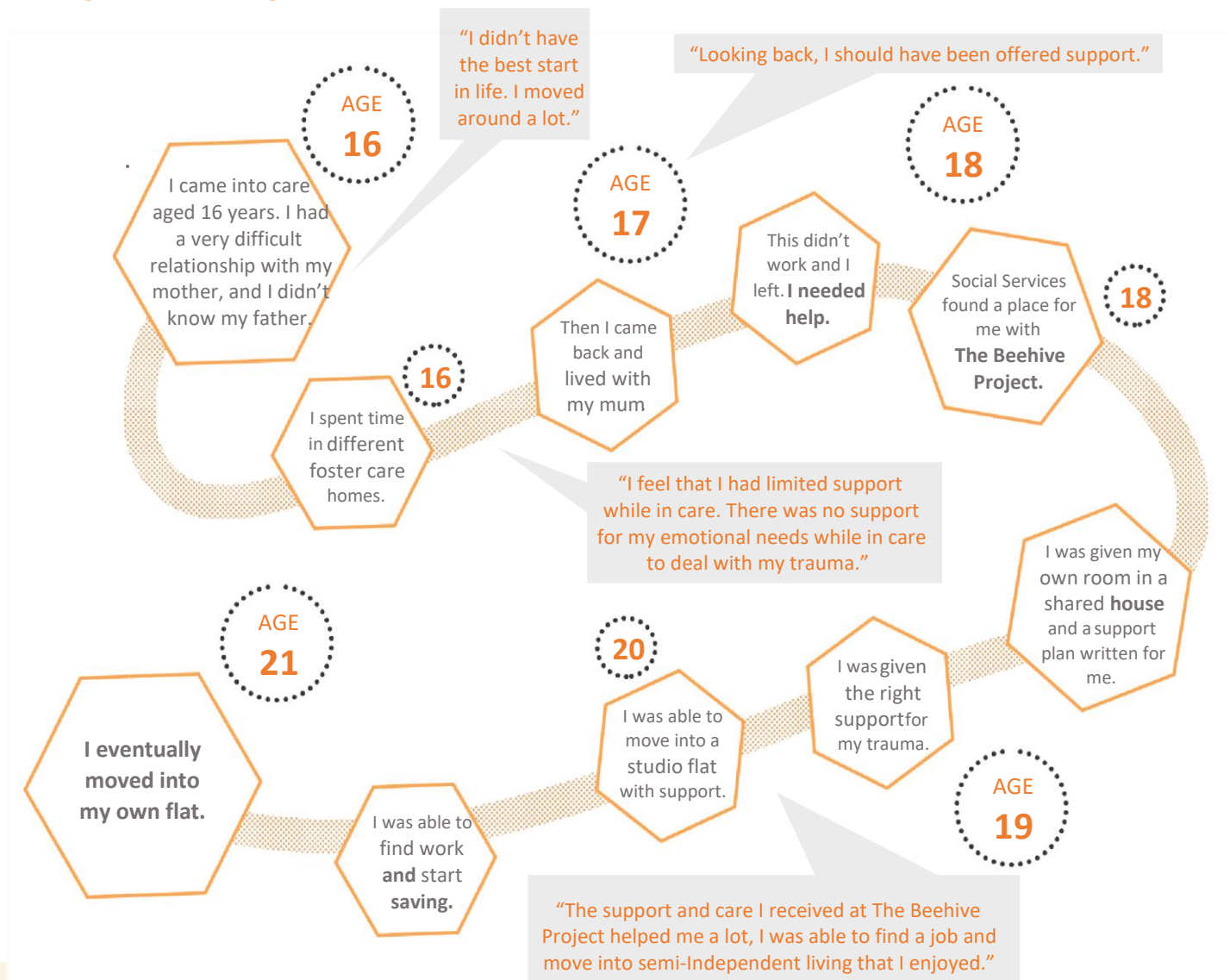
We own, operate, and manage a portfolio of studios, one- and two-bedroom apartments, and shared 'transitional' houses, all of which are for the exclusive use of supported accommodation, semi-independent accommodation, or domiciliary care.

Every referral to The Beehive Project is considered on an individual need's basis and a support plan is drawn up for the young person in conjunction with key stake holders such as family members and social workers, alongside a risk assessment for the service user and the provider. This enables suitable accommodation to be defined, and a location within our portfolio to be found. If a young person is deemed to be suitable for a position within a shared house, a robust matching assessment will be completed.

Each part of our portfolio is fit for varying levels of needs. All properties are located within a one-mile radius of our main office and offer a high level of integration with our organisation. The one-bedroom apartments allow space, privacy, and the opportunity to trial independent living. They are further enriched with our tenancy agreement scheme, mirroring a real-world setting. The shared houses and two-bedroom apartments offer the chance for shared living in a friendly environment with high level outreach support. During a young person's time with us, they may move throughout all three options, depending on their stage in life and current situation.



# An example of an accommodation journey with us.



# Who We Support

## Care leavers (16-25 years old)

Young people who have been looked after by a local authority for a period of 14 weeks before their 16<sup>th</sup> birthday.

## Young people with complex needs (16-25 years old)

This could include young people who have a diagnosed mental health condition, learning difficulties, Autism, or young people stepping down from a children's home. It would also include 16-17 years who are leaving secure accommodation, being released from a custodial sentence, or those who are awaiting court and likely to have a custodial sentence. It might also suit young people who have been repeatedly evicted from other shared/semi-independent provision, or who have been victim to or are at risk of Child Exploitation.

## Parents and child(ren) (16-25 years old)

Parents aged 16-25 years who require supported accommodation with their child to develop their parenting and/or independent skills.

## Unaccompanied Asylum-Seeking Children (UASC)

Young people whom are typically placed as part of the National Transfer Scheme and require support to access education and gain their residency within the UK.

## Those requiring domiciliary care

We support a number of young people who require domiciliary care in their day to day lives. This is offered in the young person's accommodation and is provided in a respectful and dignified manner. Our domiciliary care is regulated by the Care Quality Commission (CQC).



## What We Offer

Every young person needs a helping hand at some point in their life – some more than others. We offer a wide range of services to children and young people, including support, training, and education services. At The Beehive Project, we believe that every young person is unique and that they face their own difficult challenges. Therefore, the support we offer is tailored to the specific needs of the individual.

Our aim is to accommodate a wide variety of clients safely and professionally within our caring, holistic, and homely environments.

The Beehive Project has many accommodation options; from semi-independent living in self-contained apartments or studies, to spacious shared houses with 24-hours wraparound support. In order to ensure that the placement is the right fit for a young person, a robust matching process is in place for those looking to enter a shared house, and a strong and informed risk assessment is completed for those moving into any property within the service prior to placement agreement.

Once a young person is placed with The Beehive Project, a bespoke support plan will be completed with them – and their professional team if appropriate – to ensure that they receive the support and guidance that they require. Our support plans are never static, and they are reviewed and assessed monthly.





Our support plans include,  
but are not limited to:

1. Mental and physical health
2. Personal care and hygiene
3. Promoting independence
4. Education and employment
5. Behaviour management
6. Accessing the community
7. Relationships

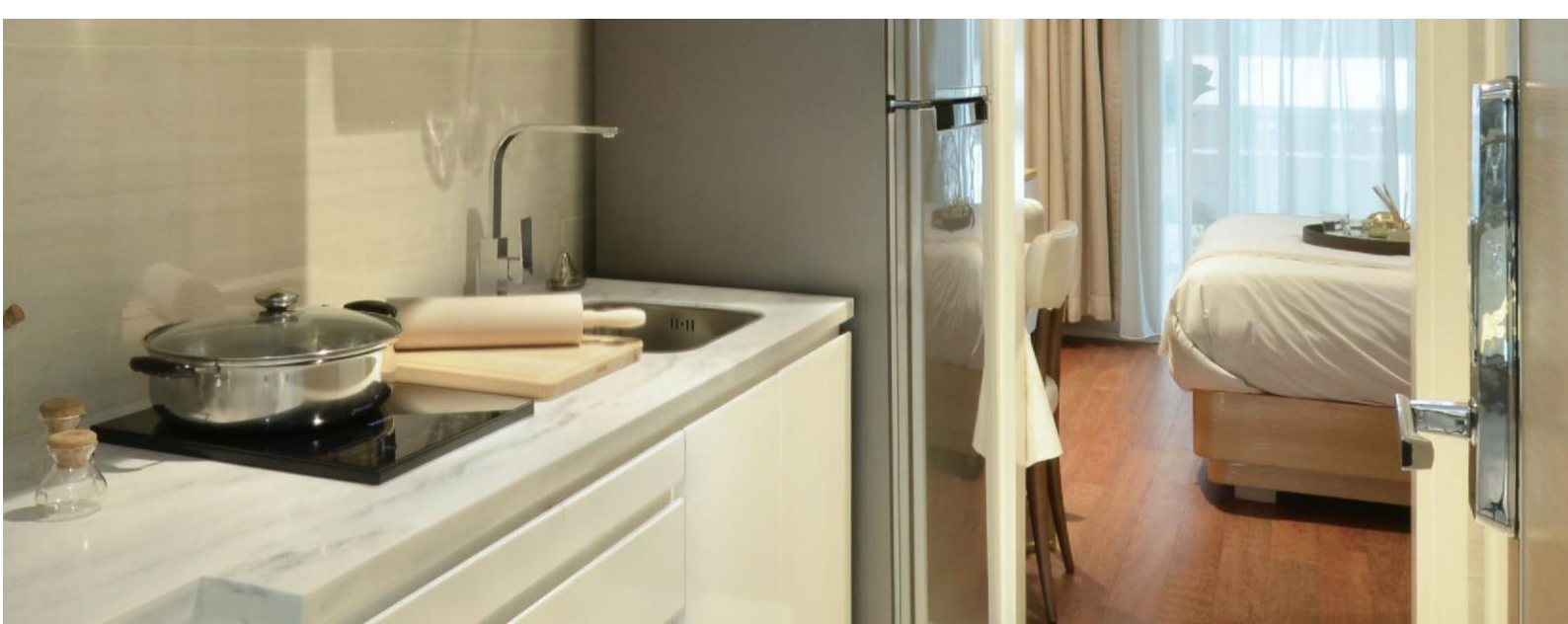


## Semi-independent Living

The Beehive Project does not allow the complex needs of young people to get in the way of achieving independent living in their futures. Therefore, we introduce our service users to the semi-independent package, in order to establish the skills needed to live independently.

In the early stages of their time with us, we initiate stability that many of our service users may not have experienced in their past. This, alongside training on life skills such as budgeting, cooking, bills and household maintenance, assists our residents in their goal for independence. We ensure that our young people are supported in learning and maintaining self-reliance, resilience, and self-care. This enables them to make informed decisions concerning their present and future actions, thus achieving a successful transition into independent life.

We provide structure, support and guidance accompanied by emotional warmth and strong relationships, allowing our service users to grow and develop in a safe 'family' environment.



## Family Services

Many young parents face greater challenges and often do not come from a stable family themselves. There are growing numbers of young parents who would benefit from this support, so in response to this need, The Beehive Project has developed a Mother and Baby placement scheme.

The Project invites referrals during pregnancy, and staff will support parents to prepare for parenthood and engage in pre-natal parentcraft. We work closely with local health professionals and aim to complement the services provided by them. We have excellent links with local Health Visitors, GP's, Midwives and Family Nurse Practitioners.

We provide parents and their children with a supportive living arrangement within which parents will learn parenting skills, including:

- Child development
- Family budgeting
- Health and nutrition
- Long-term economic independence and the well-being of their children.

We adopt a holistic approach to supporting families focusing on the needs of both parents and children. A non-judgemental, assets-based approach that helps young parents to improve their parenting potential and confidence. We will provide support tailored to the abilities of individuals and will change our approach, where required, to meet the needs of the young person.





# Education and Training

Many of the young people entering our accommodation are not in education, employment, or training (NEET). This could be through lack of structure and encouragement in their personal lives, being placed in the wrong setting, being unsuccessful in gaining qualifications, or other reasons outside of this. The staff at The Beehive Project aim to encourage and support our young people to being or continue in an educational, training or employment setting where possible; sourcing different settings that suit the individual.

This does not simply mean placing a young person within a college or school environment. Over the years, staff at The Beehive Project have worked alongside organisations such as The Princes Trust and Youth Options to structure a programme suitable for the young people within the service to enable them to develop life skills with support in areas such as:

- Cooking courses
- Leisure activities
- Function skills such as Maths and English
- Interview preparation and CV writing
- College internships
- Jobs in the local area

We believe that all young people should and can achieve their potential and be supported to access employment, training, or education. All our service users are offered equal opportunities to access courses in the local area. With ties to Southampton City College, Totton College, Solent University and organisations such as The Princes Trust and Youth Options, there is a variety of opportunities available should our young people wish to access them.

## Work Experience & Employment

The Beehive Project has three sister businesses: Mayview Guesthouse, Polygon Villas Guesthouse and Claremont Guesthouse. This gives our young people the opportunity to gain experience in different areas of the business, including housekeeping, customer-facing roles and office management. The Beehive Project also has a dedicated maintenance team with whom many young people within the company have worked to gain experience in jobs such as painting and decorating, plumbing, and minor building, thus increasing their opportunities of gaining a job or internship within this field.

We pride ourselves in the diverse and unique skills that come with the team here at The Beehive Project. Members of our team have backgrounds in carpentry, painting, mechanics, health professions, social work, entrepreneurs, and university graduates. This provides us with the opportunity to assist our service users in gaining a job in many different industries in the local area or signpost them to individuals or organisations who can help them achieve their goals if outside of our scope.

As above, each young person within the service has a regularly reviewed and updated care plan. Through this, the young person will work alongside their dedicated key worker to ensure that they are being given the opportunities that are available to them in order to meet their future goals. We are unique in being able to offer our service users work experience or jobs within our other companies, however, should a resident have a desire to work in another field, we will proactively seek out work experience in the career that they are interested in.



## Health & Therapeutic Services

The Beehive Project acknowledges that many of the young people accessing our services suffer from a variety of mental health issues. This could be post-traumatic stress disorder (PTSD), anxiety, depression, bipolar disorder or a range of other complexities. Moving homes is a disruptive time for anyone, and the stress of this can exacerbate any present or underlying mental health conditions in our young people.

The Beehive Project has close working relationships with local health organisations and provides access to a private, in-house counsellor; covering an array of services to support our residents. During relocation, there is often a delay in transferring existing services to the local borough, and we recognise that it takes time to access the mental health services in Hampshire.

We use referrals from our counsellor and the local GP's to expedite the procedures needed to access Hampshire's mental health services including College Keep, CAMHS and Yellow Door.



## Moving On



The semi-independent living package with floating support is a vital part of the service that we provide at The Beehive Project. It aims to facilitate a smooth transition to an independent life and helps to build the young person's abilities and skills to take full responsibility for their future.

We have acquired a large number of local studio flats and apartments in Southampton in which we offer a minimum of 5 hours of floating support a week to better prepare the young people for independent life. The young people with us benefit from a secure and structured environment which helps them to grow and succeed in their 'personal plan', supporting them in a gradual move towards total independence.

# Testimonials

## Service user:

*"I came to The Beehive after being in hospital for 5 years. I was terrified, lonely, I didn't trust anyone, I felt that recovery and making any sort of life was impossible.*


*Having Rhi as my key worker, I believe, is the reason why I have come so far. She goes above and beyond for me, she is amazing to talk too, she made me feel safe here, she pushes me to go out and see old friends, she believed in me more than I did and I hadn't had that before. She taught me to trust again, and not only her but the whole team. Rhiannon believed in me, I'm now starting college in September. I can see a future. She works so hard and I think she really cares about seeing us progress. I always want to make her proud."*

- AP

## Family member:

*"[My daughter] received a well thought out transition, she received a very warm welcome and is very well supported and looked after by all the staff. [...] As soon as [she] moved into the house, there was a plan to support her to apply for benefits, how to organise an appointment at the hub centre, how to advise the DVLA that she had moved and to contact PIP to advise change in circumstances. [She] has settled in well, she is progressing and I can see this already. [She] has been to a company BBQ and made friends. The staff are amazing and we are lucky to have found the Beehive."*

- MM



If you would like advice or you are interested in our service, please call, or email us.

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PHONE: 02380 633 999

To make a referral please follow the referral link in the contact us page on our website.



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