WHITMORE VALE
PROMOTING COMMUNITY LIVING

A Great Place to Live, Work and Learn



Whitmore Vale Housing Association
Business Plan 26/27

Introduction

Last year, there were significant National Policy Announcements that will impact Whitmore Vale Housing Association, and care needs to be taken for us to understand the potential of these National strategies.

- The Independent commission into Adult Social Care (DOHSC July 2025) due to deliver its findings in 2028, is anticipated to suggest that ASC in England will become a regulated workforce in line with current practice in the other UK nations.
- The Care Workforce Pathway for Social Care (DOHSC 2025) sets new standards for more complex professional development pathways in the Adult Social Care (ASC)
- 'Fit for the Future,' the NHS ten year plan (2025) calls for integration between the National Health Service and Social Care organisations at a digital and practice level.
- The Launch of the 'Get Adult Social Care Data' January 2026.
- The local government reorganisation has now announced that there will be two unitary authorities: West Surrey Council (all our services are within this council geographically) and East Surrey Council. These bodies will be elected by May 2026 and will run as shadow authorities with existing structures remaining in place until they are disbanded and the new Unitary authorities take responsibility from the 1st of April 2027.

These all represent significant challenges for the statutory organisation involved and great opportunities for the sector, and it is for WVHA to consider how it will navigate these new relationships and responsibilities.

We are a keen supporter of Surrey County Council's, 'Great Place to Live, Work and Learn' strategy and as such have named this year's business plan to reflect that. As a charity, we fully commit to being part of that county wide objective, as this Plan demonstrates.

Our last Annual Reports and Strategic Plan are well worth a read, so you can track our progress. We remain fully staffed and have improved pay, terms and conditions.

We have co-produced this plan with our stakeholder community.

What have we achieved so far?

Last year, in order to meet our strategic goals, our key priorities were met, this ensures that we continue to grow and develop.

People We Support:

- Now have a person-centred, co-produced care plan.
- Now have formal links to the Board
- Are on our interview panels.
- Are trainers and quality checkers.
- Have co-produced healthy eating programs.
- We have ordered new adapted vehicles and are beginning to develop fundraising strategies to support these in the long term.

Our Staff

- 96% of our staff have the Level 2 Care Certificate and 20 staff members are currently completing the Level 3 Diploma.
- We have completed training in the following specialisms in Learning Disability, Autism, Dementia, Positive Behavioural Support and Lifelong Care for many in our workforce.

Our Buildings

- Have been updated to ensure health and safety of those that live and work here and have active Health and Safety committees.
- We continue to make significant improvements to our buildings; they have been brought up to date so they are pleasing, welcoming and person centred.

Our Charity

- We have reviewed our Policies and Procedures ensuring they are up to date and accessible.
- We have worked with Commissioners and looked at fees and they are now at a more sustainable level.
- We have improved our IT so that everyone can access what they need, when they need to.
- We continue to plan our budgets so that they support the implementation of our five-year strategic plan.
- We continue to support meaningful activities and learn from what we do.

The Year Ahead 26-27

This year we will build on last year and ensure:

- That our staff training continues to grow.
- That our policies and procedures are fully embraced and become more accessible.
- That we make best use of our person-centred software.
- Our digital systems are kept current and relevant.

In our residential services we are exceptionally proud of what we do. We have waiting lists for our services, and we will look to see how we can respond to this. We want to create more links to social and educational activities, encouraging people to get out and about more and not be so reliant on us. This is one of the reasons we have invested in adapted vehicles.

We will grow our Supported Independent Living. We've made great strides, but we want to develop the service offering more complex provision. We are supporting this in a number of ways, giving it a greater focus at a strategic level and have appointed Lead Practitioner with a background in Positive Behavioural Support (PBS). We will develop partnerships with other organisations to ensure that we are supporting links to employment, volunteering, education, social, and creative pathways.

Workforce Development: Last year, twenty of our one hundred frontline staff qualified at level 3 with specialisms in Leaning Disability, Autism, Dementia, Positive Behavioural Support and Lifelong Care. This year we will continue to build on this, and we will ensure all our workforce have co-produced Professional Development Plans, encouraging specialist pathways in Learning Disability and or Autism, Dementia, Lifelong Care, Independent Living and Enablement.

This work is in line with our implementation of the Care Workforce Pathway.

Our Governance and support of the organisation have deepened. We reviewed our rules, have made them more accessible and brought them up to date. We are now involving People We Support at the highest level of the organisation so they can truly be involved in defining, directing and auditing what we do and how we do it. We will be extending our Quality Assurance Monitoring into all departments within the organisation. We will be extending a warm welcome to new members of the organisation so they can hold us to account and enrich all that we do.

Fundraising: This year we will embark on our fundraising plans and actively seek funds for transport, property improvements and training. Donors will be able to see the difference they have made in supporting us.

Technology: We have moved all our services to digital and we want to explore further how technology can support our Mission, Vision, Values and long-term sustainability.

Volunteer Workforce: We will develop our Volunteer Workforce to add strength and Community to everything we do. This is a vital aspect of our community it encourages creativity, friendship and belonging.

National Impact: This year we will develop and build on our work to be a leader in policy and practice development to give two examples.

We are working with ARC and other ARC members to create National Practice guidance for Social Care Providers when involved in the management of PWS personal finance. No such national guidelines currently exist.

We will be speaking at the International Integrated Care Conference 2026 on research conducted into the continuing professional development within the adult social care workforce and how this supports the National Care Workforce pathway.

The Journey Together Appeal is launching soon!

More details to follow on how residents, families, and staff can get involved in fundraising for our new Wheelchair Adapted Vehicles!

If you wish to donate, we would be delighted for you to contact accounts@whitmorevale.co.uk



In Summary

In summary, care and support services are under extreme pressure due to local authority budgets and yet WVHA is improving its quality and consistency in these difficult times. We look forward to seeing how the significant National policy developments outlined in the introduction of this plan are implemented across the sector and how we can respond to them. We will review our strategic plan as necessary to respond to these National Policy changes.

Thank you for being a part of Whitmore Vale Housing Association and helping us to express and explore what it is that we bring locally, regionally and nationally to ensure it is a great place to work, live and learn.

We look forward to working together as we build our future.

Additional reading:

Health, Wellbeing and Adult Social Care

Learning Disability and Autism hub

Adults' Health and Care policy, strategies and Market Position Statements

Fabian Society: Support guaranteed: The Roadmap to a National Care Service

