



# Across the Spectrum



'He aha te mea nui o te ao?  
He tangata, he tangata, he  
tangata' – 'What is the most  
important thing in the world?  
It is people, it is people, it is  
people.'

**Sean Stowers** CHIEF EXECUTIVE  
SPECTRUM FOUNDATION

## From the CE

AUGUST 2022

Over the past few weeks, we've heard some harrowing accounts from survivors, whānau and staff of abuse while in state or faith-based institutional care. These have been presented in public hearings, as part of the **Royal Commission of Inquiry into Abuse in Care**. We strongly support this work and have actively partnered with the Royal Commission since its formation.

Reinforcing our commitment to rights and safety, Spectrum Foundation recently signed a joint venture agreement on 'Violence Prevention Diverse Communities Project for Disabled People', along with the Waitamatā Police and DHB, Taikura Trust, Family Action and Auckland Sexual Abuse HELP Foundation.

Significant progress has also been made in recent months in the development of our philanthropic programmes which focus on health and wellbeing, employment, education, housing and mana-enhancement. We're looking forward to doing more to meet these important needs for disabled people and whānau.

We're excited to welcome Ronelle Baker to the role of Board Chair for Spectrum Care. Ronelle is Ngāti Porou, Rongomaiwahine, Ngāti Maniapoto, Ngāti Apakura, Ngāpuhi and an experienced strategic advisor with extensive networks in health, disability and government.

It's also, however, with some regret that I announce that our Chief Operating Officer, Ray Finch, is departing Spectrum Care. Both Spectrum Care and the people and whānau we support will miss Ray's can-do attitude and commitment to 'maximising potential'. We're also appreciative of the role he played in developing our after-school and holiday programmes, crisis respite, respite for adults with physical disabilities, services for youth through Oranga Tamariki and bespoke living arrangements for disabled people and their whānau.

Fortunately, Ray won't be lost to the sector as he's moving to the role of GM – Mental Health and Wellbeing for Explore. We'll keep you up to date as we recruit our new Chief Operating Officer.

# Whaikaha – Ministry for Disabled People is here!

Whaikaha – Ministry of Disabled People has been set up to give a voice to the disabled community.

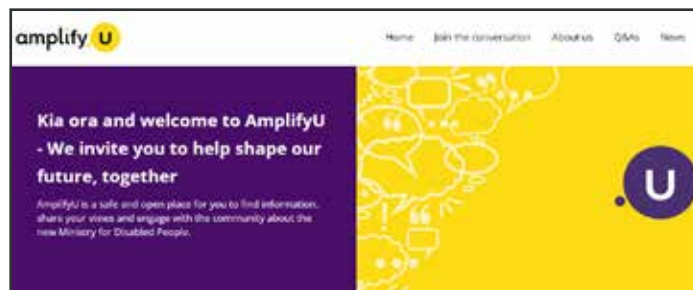
Disabled people deserve better. They deserve a way to engage and shape a better future for themselves. This is the reason for the new Ministry.

Whaikaha takes the lead for disability support services and transforming them so that in the future, disabled people have more control over the services they receive. It will work with disabled people to put an Enabling Good Lives approach in place across New Zealand.



Whaikaha will lead across government on issues that affect disabled people. Its aim is to drive better outcomes for disabled people by:

- Leading and coordinating strategic disability policy across government
- Delivering and transforming disability support services
- Working to transform the wider disability system
- Working in partnership with disabled people, tāngata whaikaha Māori, families and whānau and Māori.



It'll take time for Whaikaha to be fully established and disabled people will continue to lead and shape the new Ministry's development.

There's a lot of work to do, building on the information from the current sites, to confirm the Enabling Good Lives model to be rolled out and how that happens in each region. That'll be done in partnership with disabled people and family/whānau. Many communities also want time to build their regional leadership so they can better work with the new Ministry on the Enabling Good Lives approach in their region.

The Ministry's new website is [www.whaikaha.govt.nz](http://www.whaikaha.govt.nz)



Ko te mea nui, ko te tangata. Ahakoa ko wai te tangata, ahakoa no hea.  
The important thing is people. No matter who the person is, no matter from where.



# New planned break support opens in Mt Roskill!

Helping maximise potential and finding a way together...

With the loss of the Laura Fergusson Trust respite facility in Greenlane, many people with physical disabilities were without 'planned break' support, but we found a way – together.

After many COVID-related delays, the renovations of our new 'planned break' centre in Mt Roskill are now complete!

A huge thank you goes out to Kāinga Ora, the Ministry of Health and Homes of Choice for their massive contributions to this project. Their combined efforts have allowed Spectrum Care to ensure that people needing access to this kind of support don't go without!

When Spectrum Care was chosen to provide services for ex-Laura Fergusson Trust clients, a commitment was made to maintain and build upon the level of support they'd previously experienced. Spectrum Care's new 'planned break' house on Melrose Road in Mt Roskill is part of this journey.

This home was purchased specifically for people with physical disabilities who need a break for an afternoon, an evening, a weekend or even a week. That break also needs to have all the supports they'd normally have at home.

In order to be more than just another clinical setting, the new site has been created to be a 'home away from home'. Planned breaks are also for whānau, so ensuring loved ones are in a space that's best for them is one of the main reasons Spectrum Care has developed a 'home' on Melrose Road, rather than just a 'house'.

A small group of people and their whānau attended the site blessing recently, with members of Spectrum Foundation's Executive Team also onsite to officially get things underway. The Melrose 'home away from home' is now fully up and running, helping maximise potential with wholehearted optimism, every day...

# Kaupapa ki ngā whetū – Programme Astra update

Over the next three years, each team at Spectrum Care will participate in an accelerated training programme that will prepare all of us – and the people we work alongside – for the future. We do this because it's the strength of our commitment to the people we support that we're most proud of.

At the end of the training, our teams will have learnt about:

- ▶ Positive Behaviour Support – improving the quality of people's lives and uncovering the real reasons for behaviour
- ▶ Building and nurturing intentional networks – more tools to invite people in and to support relationships
- ▶ Informed decision-making – people will make more of their own decisions with our support
- ▶ Personal planning that matters.

Taking a closer look at Positive Behaviour Support, there are three key principles which help us provide more support people's needs:

## Understanding behaviour

There are two main reasons behind behaviours – to avoid/get away from things we don't want, and to acquire/get things we do like. Understanding the function of a behaviour helps us to either meet that need or teach a behaviour that will meet the same function but in a less harmful way. Teaching new skills and behaviours also must be equally or more effective at meeting the need than the behaviour of control we are trying to replace.

## Person-centred Active Support

There are four key principles of Active Support:

1. Every moment has potential
2. Little and often
3. Graded assistance
4. Maximising choice and control.



## Human rights and the eight 'quality of life' domains

We need to understand human rights to ensure that we're treating people in an ethical and supportive way. All people are entitled to human rights, regardless of ethnicity, age or disability.

Ethical decision-making entails making sure decisions support people's independence and choices, are in their best interest, do no harm and promote their rights and equality.

The eight 'quality of life' domains are:

1. Emotional wellbeing
2. Material wellbeing
3. Interpersonal relations
4. Personal development
5. Physical well-being
6. Social Inclusion
7. Individual rights
8. Self-determination.

Because we face challenges together, the training is occurring with each team, supported by the programme and coaches selected from these same teams who will receive specialised training.

Programme Astra is also looking at our recruitment practices to make sure we are attracting additional high calibre staff to further complement the existing high levels of staff we currently have and recruiting staff teams that are well-rounded.

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## Easy-read online resources for digital safety

We've worked with Netsafe to create a range of easy-read guides to support people's safety when online. It offers advice for people with an intellectual disability and those who support them.

They've proven extremely popular:

- ▶ Our 'Online bullying' guide racking up 3700 views [www.netsafe.org.nz/easy-read-online-bullying/](http://www.netsafe.org.nz/easy-read-online-bullying/)
- ▶ 'Online safety' 2100 views [www.netsafe.org.nz/easy-read-online-safety/](http://www.netsafe.org.nz/easy-read-online-safety/) and,
- ▶ 'Romance scams' 1947 views [www.netsafe.org.nz/easy-read-romance-scams/](http://www.netsafe.org.nz/easy-read-romance-scams/)

Read our other easy-read guide here. [www.netsafe.org.nz/easy-read-online-safety-resources/](http://www.netsafe.org.nz/easy-read-online-safety-resources/)

# Upgrades aplenty despite building sector headwinds!



2022 has been a challenging year and Homes of Choice hasn't escaped the delays and difficulties seen across the building sector. However, despite contractor illness/isolation, access restrictions and building supply disruptions, our resilience to work together to progress our goals has remained steadfast. A strategy to increase contractor capacity (and some good luck with the weather!) has been effective to combat these headwinds and we've still managed to deliver some great results for the people and whānau we serve.

Examples of recent work include the internal upgrade of two homes, which were consulted, planned and implemented with the residents of both homes relocated while works underway.

There was significant work over three weeks at one site to deliver a full kitchen and flooring replacement, an accessible bathroom, laundry refit, internal paint, and roof and exterior paint. Feedback from Spectrum Care staff has been very positive. Service Manager for our Central region, Amerika Wilson, complemented the design of the kitchen, offering increased functionality for both staff and residents.

The second refit project involved a complete internal paint, flooring replacement and exterior improvements, including chimney removal for earthquake mitigation. The five residents had a great time while relocated, with images of the team enjoying a day out bowling doing the rounds! The works have delivered a refreshed, functional and homely property for the residents to return and settle back in, and there was much excitement upon returning home.

We're also very excited to have added another residential setting to our Wellington portfolio. Our most-recent purchase is a recently renovated and beautifully presented four-bedroom home, with front and rear decks, lawns and stone paths, and barbecue and outdoor seating areas. Close to all local amenities and transport options, this Upper Hutt home is going to provide a fantastic 'supported accommodation' option for the people we support.

**Ratenesh Sharma** GENERAL MANAGER  
HOMES OF CHOICE



# Thank you to the dodoland team – we love our EUGY

The newly set up Spectrum Foundation aims to create initiatives for disabled people and their whānau to live a good life of equal opportunity. The Foundation will focus its work in five key areas: health, housing, education, employment and self-determination. It will partner with other organisations, businesses and caring and generous individuals to fund and deliver new initiatives in these focus areas.

One of our first business partners is the awesome team at New Zealand owned company dodoland. The team has provided their sustainable and cute 3D model kits for the kids that attend Spectrum Care's school holiday programmes to make, collect and play with.

Called EUGY, these 3D models are always a hit! The one-of-a-kind craft toys are a fun and educational craft activity – particularly good on cold and wet wintery days. When children work on building their EUGY, they develop number-counting skills, build fine motor skills and concentration abilities. Then, when they've completed the task, they have a cute little animal to play with.



We are very grateful for dodoland's continued generosity. EUGYs will be available at Spectrum Care's upcoming school holiday programmes this year.

The passionate team at dodoland supports many other wonderful organisations through donating a percentage of their sales profits of specially designed EUGYs. Dodoland has agreed to partner in this way with Spectrum Foundation. We are very excited to share that Spectrum Care now has its own EUGY!

If Spectrum Care was an animal, what would it be? Yes, we and the team at dodoland thought so too – a unicorn of course! Look out for the Spectrum Care unicorn EUGY at all good toy shops or order online at [eugy.com](http://eugy.com).

[www.eugy.com/supporting-unicornsky](http://www.eugy.com/supporting-unicornsky)

Thanks dodoland for your continued support and wholehearted optimism every day. Your EUGYs are helping disabled children realise their potential and have loads of fun!

If you know of a business who would like to partner with the Foundation, or would like any information about the Foundation and how you can get involved, please contact Fenella at [fenella.humphreys@spectrumfoundation.org.nz](mailto:fenella.humphreys@spectrumfoundation.org.nz)

**SPECTRUM  
FOUNDATION**

Ahākoa ko wai te tangata, ahākoa nō hea

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