



# VP Community Care News

## Welcome

### VP Forensic have rebranded.....

Check out our new website by visiting [www.vpfn.co.uk](http://www.vpfn.co.uk) where you will find fresh and updated information on the services we provide as a company.

The company's new logo will now appear on our emails and all documentation



The same excellent service with a fresh look, please let us know your thoughts on the new look. You can also follow us using social media Facebook, Twitter and LinkedIn.

### Striving to deliver high quality staff to support our clients and the rewards

By Paula Ginty

We would like to share with you the feedback that we have received from one of our long standing clients with regards to our Team Leader heading up a support package that we have supported for 8 years. WELL DONE MARK!

**“A thank you.**

If like me, you happen to work in the care sector, you will be acutely aware of what a demanding job it can be and often for little recognition. I liken it to the plate spinner at the circus, who just as he manages to get the last plate spinning, finds the first plate, has starting to fall off. The problem of course, is that we're all so busy trying to make it all work, that we sometimes fail to appreciate what the people around us are doing.

So today, even though I have other plates to spin, I'm going to take a few minutes to write some words of praise for a

colleague who I've worked with now for what seems like an age, Mark Jordan.

Mark has worked for a number of years as a support worker with a client of mine in Birmingham who has an acquired brain injury. I could go on in great detail here but I'm sure you'll understand if I say he's one of those people who's just "got it".

Some may say that this has rather backfired on Mark in that it landed him with the title of team leader and more responsibility.

However, what's prompted me to put pen to paper, is that since I started this job way back in the early 14th century, there have been few people who've risen to meet the challenges of a new position with such commitment, and made such a positive impact in a support package. Of course, I'm not just saying this because Mark's input makes life easier for me (which it does!), it means the client's family members can now get on with their own lives, the clinical neuro-psychologist knows that her recommendations will be implemented, the solicitor is well informed and the staff have someone "at the coal face" to support them. Most importantly, Mark has without question, improved the quality of his client's life immeasurably."

### VP Complex Care

Nationwide providers of specialist community care and rehabilitation

For any queries relating to setting up any support package please do not hesitate to contact us via email with your referral.

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## Discrimination of individuals who want to be transgender, but lack capacity.

By Danielle North

In July 2015, Caitlyn Jenner was introduced to the world after living 65 years struggling with her identity as Bruce Jenner. Caitlyn Jenner announced her plans to transition into a woman in April 2015 and has since made a significant impact on the culture of today, by acting as a role model to many trans people, promoting transgender rights and calling for a more "empathetic society and a better world". She has since been described as the 'highest-profile American to come out as transgender' and film director Tom Hooper has personally expressed his thanks to Caitlyn, as without her sharing her story with the world, he would not have been able to get the backing to release the Danish Girl (a film about Einar Wegener, one of the first transgender women to undergo gender reassignment surgery in the 1920s).

With the mainstream media showcasing successful stories about transgender people such as Caitlyn Jenner and Laverne Cox, there has been an enormous shift in culture as attitudes towards transgender people are more accepting and supportive. Yet there still remain many issues which are essentially about getting the right support to go through a full transition.

These issues become more complex for any individual who is thought to lack capacity and this leads to question, how do we support those individuals to lead a fulfilling life and promote their personal choice, when there are concerns about whether they have the capacity to make such a life changing decision.

The assessment process at Gender Identity Clinics (GIC) requires an individual to either be in full-time work or studies, to be considered as free from any serious mental health issues and articulate both verbally and in writing, so an individual can carry out their own extensive research and confirm themselves whether this is the right thing to do.

With these three requirements alone, it could be argued that GIC discriminates against those who have a disability whether this is directly or indirectly. This makes the full transition process for someone who has a disability very difficult, if not impossible. Firstly, many people with disabilities often face unemployment or lack of support to engage in full-time studies. Secondly, the requirement for an individual to be able to articulate their wishes verbally and in writing may be physically impossible for a disabled individual. The mental Capacity Act deems that an individual must be able to communicate their wishes by any means possible including using words, writing, pictures, symbols and sign language etc. Thirdly, years of confusion, societal stigma and body dysmorphia is likely to have caused mental health issues in the first place, meaning the prevalence of some mental health problems are likely to be particularly high among trans people regardless of whether they have a separate disability or not. Matt Sheldrick, a young trans man described:

*"I think my past feelings around gender identity will always contribute to my anxiety due to the various knocks on confidence and self-esteem that I experienced. As a teen my gender issues were the main reason as to why I was depressed because I was blocking out my feelings and didn't feel I could be myself."*

Support workers often feel like this is not an area of support that they should be providing to their clients, which therefore leads to any expression of gender identity that is different to their biological sex, being dismissed or ignored. The reluctance of support workers to engage in such support is not necessarily because they do not agree with it, but rather because they do not know how to provide their client with the support they need. Some may think it is inappropriate because their client does not understand what they are doing and think that they should be protected from any external harm or abuse, but some may encourage it, as it is the individual's right to live their life the way they wish too.

Trans people with a disability continue to face many barriers and stigma from all directions as they are often doubted when they try to speak about their sexual orientation or gender identity, but VP will continue to support our clients to break down any obstacles they may face.

## CLINICAL PSYCHOLOGY SERVICES

We provide support with:

- Developing/regaining skills
- Anxiety
- Depression & self-esteem
- Relationships
- Physical health & disability
- Post-traumatic stress
- Anger management
- Behavioural difficulties
- Carer distress
- Grief & loss
- Cognitive difficulties
- Physical & sexual abuse
- Eating disorders



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## VP Training

As an independent training provider we can provide flexible and cost-effective training for your existing staff at your organisation including:

- No force first – passive supports, conflict management, de-escalation
- Therapeutic management of violence and aggression and breakaway
- Moving and handling
- ABI, Autism, learning disability, mental health training
- First aid – emergency, at-work and paediatric

To make a query please contact our office or email [vp@vpfn.co.uk](mailto:vp@vpfn.co.uk)

## Does Brexit mean Uncertainty for Health and Social care?

By Samantha Harper

Whether as individuals we voted to leave or remain a part of the European Union, the UK has voted and the close outcome means that within the coming months the newly appointed Theresa May will invoke Article 50.

So, the question that we all ask now..... What does the future look like outside of the EU?

For an organisation like VP there is a myriad of EU laws that govern the work that we do including clients compensation claims, consumer protection, employment law, agency workers and staffing and health and safety regulations.

Considering that our Government intends to negotiate trade deals with the EU we can look to Norway as an example of what our future could look like. Norway whilst not a member of the EU is a part of the European Economic Area (EEA) and as a result the European Court of Justice has the same function as that for EU members. So, with trade agreements in place our current laws could remain in place.

Without trade agreements in place we potentially have a more uncertain future.

Some of the areas where we may see change including compensation, motor insurance, cross border claims, consumer protection, health and safety claims, working time and TUPE.

It is reassuring that there are laws which protect clients and employees that do not originate from the EU, including preventing discrimination, equal pay, unfair dismissal and national minimum wage and of course the Care Standards Act 2000. The latter was brought in by the UK government and will remain in place to protect the vulnerable members of our communities.

Here at VP, our mission statement for the quality of care delivered to our clients and for the fair and equal treatment of our employees is deep rooted into our working practices. In essence, we have no intention of allowing our standards to drop for how we care for our clients or our team of dedicated support staff. It is through the fair, equal and dedicated ways of working with our teams that allow us to develop continuity and quality services for our clients.

Whilst many are uncertain as to what the future holds, VP is certain that we will continue to work extensively to break down barriers for our clients, to support individual needs to an excellent standard and to take good care of our staff teams that work extremely hard to support our clients to reach their goals.



## VP Event Fixtures

**22<sup>nd</sup> September 2016**

Oliver Zangwill Conference  
Pullman International Hotel, St Pancras London

**9<sup>th</sup> November 2016**

Independent Living Solutions Conference  
Milton Hill House Hotel, Oxfordshire

**10<sup>th</sup> October 2016**

CMSUK Conference  
Belfrey Hotel, Nottingham