



Cambian



Stratford Lodge

A Specialist Residential Home for Young Adults with autism, severe learning difficulties, complex needs & associated behaviours

- Aged 18+
- Mixed gender
- 52 Weeks Residential

4 Park Lane, Salisbury, Wiltshire, SP1 3NP



Welcome

The Cambian Group provides a great range of outstanding Specialist Residential Care Homes for Children and Adults across the country. Stratford Lodge is a CQC registered, 52 week, care home for young adults with autism, severe learning difficulties, complex needs and associated behaviours.

Stratford Lodge provides an environment that supports its young adults to be healthy, to be safe and to lead meaningful, enriched lives that support them to make a positive contribution and feel part of the local community.

The young adults who live in Stratford Lodge are central to all that we do, the care is person centred and the voice of the individual, however that may be communicated, is key in the care that is received. Empowerment, independence and personal development are all key factors in how we measure success at Stratford Lodge.

Stratford Lodge has an experienced care team that has proven to be effective and successful over the past 20 years in supporting meaningful outcomes for young adults with a wide range of abilities. We are aspirational for all individuals in our care and through kindness, innovation and a solution focused approach endeavour to

support each young adult to achieve their own personal best.

We welcome you to learn more about our home, meet our team, and discover how we can make a difference in the lives of those we care for.



Joshua Hand
Registered Manager



At Stratford Lodge we are dedicated to creating a safe, supportive, and enriching environment for young adults with autism. Our care home is designed to promote independence, dignity, and quality of life for each individual we support.

We understand that every person with autism is unique, which is why our experienced and compassionate team provides personalised care tailored to meet the specific needs, preferences, and goals of each young adult. From structured daily routines to specialised therapies and social activities, our holistic approach nurtures personal growth, builds meaningful relationships, and fosters a strong sense of community.

Our mission is to empower the young adults to lead fulfilling lives with the support, respect, and understanding they deserve. Whether it's assistance with daily living, encouragement in developing life skills, or simply being part of a caring community, Stratford Lodge is a place where adults with autism can truly thrive.

- ### Service User Profile
- Aged 18+
 - Mixed gender
 - Primary diagnosis of Autism
 - Severe learning difficulties
 - Co-existing conditions
 - Complex needs
 - Challenging behaviour
 - History of placement breakdowns



- ### Our dedicated team include:
- Registered Manager
 - Deputy Care Manager
 - Senior Support Workers
 - Support Workers
 - Waking Night Staff
 - Domestic Assistant

- ### A Therapeutically Informed provision with supervision, training and support from:
- Speech and Language Therapist
 - Occupational Therapist
 - Behaviour Support Team
 - A variety of health care professionals as required

Therapeutic and Clinical Support

We are committed to achieving the best possible outcomes for the young adults in our care. Cambian as a company has access to a wide range of therapeutic and clinical support which is utilised throughout the group in order to provide skilled supervision and support for our services, this is essential to ensure we are able to provide the highest standard of care possible for those we support.

Recognising the individual needs of our young adults is essential to supporting their development - we understand that a diagnosis does not predict behaviour, or dictate support requirements. Every one of our young adults is unique and our positive approach is embedded within the home and through our waking-day curriculum.

Stratford Lodge has access to a full range of highly skilled and passionate multi-disciplinary clinicians who work together to create a holistic, caring environment.

This includes access to:

- Speech & Language Therapist
- Occupational Therapist
- Holistic Therapist
- Assistant Psychologist
- Clinical Psychologist
- Psychiatrist
- Mental Health Practitioner
- Nurse

This team can support the delivery of:

- Anxiety management strategies
- Emotional management
- Social interactions & social thinking support
- Personal relationship support
- Sensory diets
- Zones of Regulation
- Preparation for adulthood

Speech and Language Therapy

Speech and Language Therapy promotes inclusive communication and accessible information. It supports communication friendly environments; develops the communication skills of those working with and supporting people with autism and learning difficulties; and promotes and creates accessible information so it can be shared in ways that everyone can understand.

Stratford Lodge aims to deliver a total communication environment, encouraging the use of all communication methods to support understanding and use of language, including:

- Speech • Vocalisations • Body Language
- Facial Expression • Gesture • Makaton
- Written Words • Symbols • Objects
- High-tech Communication Aids

Occupational Therapy

We have access to a range of professionals who can support any occupational therapy interventions our young adults require. There are a number of environmental therapeutic approaches available to all at Stratford Lodge.

- Low stimulus environments
- Sensory room
- Safe space
- Outdoor play equipment
- Sensory garden
- Adaptive equipment throughout

Communication Development and why it matters to us at Stratford Lodge

Communication development is fundamental when working with adults who have autism and severe learning difficulties (SLD).

At Stratford Lodge we recognise this is paramount for many reasons:



Expressing Needs and Preferences

For many adults with autism and SLD, communicating wants, needs, or feelings can be challenging. Developing communication skills - whether verbal, non-verbal, or through alternative methods like sign language or communication devices helps individuals express themselves more effectively. This reduces frustration and promotes greater independence.

Building Relationships

Communication is the foundation of social interaction. Enhancing communication skills enables adults to build meaningful connections with family, peers, and caregivers, fostering a sense of belonging and improving emotional well-being.

Promoting Autonomy and Choice

When individuals can communicate their preferences and make choices, they gain more control over their lives. This supports their right to self-determination and helps create person-centred care plans that truly reflect their desires.

Enhancing Safety

Effective communication allows individuals to alert others about discomfort, pain, or danger, which is critical for their health and safety.

Supporting Learning and Development

Communication is closely linked to cognitive development. As communication skills grow, individuals can better understand instructions, engage in learning opportunities, and participate more fully in their daily activities.

Reducing Challenging Behaviours

Often, challenging behaviours stem from difficulties in communication. By improving communication abilities, these behaviours can decrease as individuals find more appropriate ways to express themselves. At Stratford Lodge we understand that all behaviour is a form of communication so developing and understanding the importance of Communication Development is fundamental.

The Waking Day Curriculum

In order to support our young adults to achieve their personal best we adopt a 24-hour learning principle at Stratford Lodge. The waking day curriculum is a holistic approach to care and education. Although our young adults will have completed their pathway through formal education our philosophy at Stratford Lodge is based upon 'Learning for Life' and we continue to ensure that every moment of the day is seen as an opportunity for learning, development and engagement.

Key Principles of the Waking Day Curriculum:

24-Hour Learning

Learning isn't confined to a classroom. Skills are taught and reinforced throughout the entire day - from morning routines, mealtimes, and personal care to leisure activities and bedtime routines.

Consistency and Repetition

Staff across different shifts and roles use consistent strategies to reinforce learning goals and positive behaviours. This helps individuals generalise skills across different situations and people.

Person-Centred Approach

Activities and routines are tailored to the individual's needs, interests, and developmental goals. This promotes motivation and engagement throughout the day.

Skill Development in Real Contexts

Rather than teaching life skills in artificial settings, the waking day curriculum integrates them into real-life contexts. For example, cooking skills might be taught during meal preparation, or communication skills encouraged during social activities.

Collaboration Across Teams

Care staff, health professionals, therapists and families work together to ensure continuity in goals and strategies, creating a unified approach that supports the individual's growth and well-being.



Stratford Lodge is an adult care home but we still firmly believe that ‘every day is an opportunity to learn and develop’ and we are dedicated to offering our young adults a pathway that focuses on; readiness for working life, confidence and independence, living skills, health, happiness and wellbeing.

Each individual will have a bespoke timetable that includes activities spanning across the following 4 key areas, this work continues throughout the day, into the evenings, at weekends and during holidays as we strive to ensure we are maximising the amazing opportunities available to us at Stratford Lodge and in the local community of Salisbury.

	Why is it important for our young adults?	How might we facilitate it?
Employment	Employability skills are crucial for young adults with autism because they provide the foundation needed to succeed in the workplace and make a positive contribution to society. Skills such as communication, teamwork, time management, problem-solving, and adaptability help individuals navigate social and professional environments more effectively. For young adults with autism, who may face unique challenges, structured support in developing these skills can bridge gaps between education and employment. Enhancing employability not only increases their chances of securing meaningful work but also promotes confidence, inclusion, and long-term personal growth.	<ul style="list-style-type: none"> • Skills for work • Job coaching • Key working • Bespoke work experience placements supported by Stratford Lodge staff • Access to community development centres
Independence	Independence skills are vital for young adults with autism because they empower them to take control of their daily lives and make decisions that enhance their well-being and quality of life. Skills such as managing personal care, handling money, using transportation, and organising tasks help young adults navigate everyday challenges with greater confidence and less reliance on others. Developing independence not only fosters a sense of self-worth but also supports their ability to live more fulfilling and autonomous lives. For individuals with autism, building these skills can reduce anxiety, improve social interactions, and open up opportunities for employment, education, and community involvement.	<ul style="list-style-type: none"> • Staying safe • Travel training • Daily living skills • Support with hobbies and interests • Daily 1:1 Key Worker support • The Outcome Star tool to target development
Community	Community engagement skills are important for young adults with autism because they help them connect with others, build meaningful relationships, and feel a sense of belonging in their communities. Skills including communication, social interaction, and understanding community norms enable young adults to participate in social, recreational, and civic activities more confidently. Engaging with the community promotes social inclusion, reduces isolation, and supports emotional well-being. For young adults with autism, developing community engagement skills also opens doors to new experiences, friendships, and opportunities that contribute to their personal growth and independence.	<ul style="list-style-type: none"> • 1:1 supported access with key staff • Social awareness • Communication • Access to the community • Staying safe • Working with others
Health	Education on health is important for young adults with autism because it equips them with the knowledge and skills needed to take care of their physical and mental well-being. Understanding basic health concepts such as nutrition, exercise, hygiene, and recognising signs of illness helps them make informed choices that promote a healthier lifestyle. For young adults with autism, who may face sensory sensitivities or communication challenges, tailored health education can reduce anxiety around medical care and encourage proactive self-care. This education supports greater independence, improves overall quality of life, and empowers them to advocate for their own health needs effectively.	<ul style="list-style-type: none"> • Support to access health professionals • Mindfulness • Mental health support • Relationships • Sex education • Wellbeing • Fitness • Healthy Lifestyles

A Day in the Life of a Young Adult at Stratford Lodge

Morning Routine

07:30 – The day staff take over from the waking night staff. Each young adult in the home will have a 1:1 member of staff allocated to them for the day and they will begin the support process and morning routines.

08:00 – 09:00 – The young adults will be supported to wake, complete all personal care routines, dress for the day and have breakfast. Each young adult will have a different level of support and independence in these tasks that will be detailed in their care plans for the staff to follow. Encouraging independence within the support is key to this journey each day.

Day time activities/the timetable (Monday to Friday)

Each young adult will have their own individual timetable for the week. These will be simple, visual and easy to follow. They can be modified for the individual and presented in a variety of ways to support understanding. A potential timetable could look like this...

Key:	Employment	Independence	Community		Health				
	09:00 – 09:30	09:30 – 10:00	10:00 – 11:00	11:00 – 12:00	12:00 – 13:00	13:00 – 14:00	14:00 – 14:30	14:30 – 15:30	15:30 – 16:00
Monday	Mindfulness	Key Worker Session/ Independent Living Star	Life Skills – menu planning and shopping for the week		Lunch	Sports and Fitness – at Stratford Lodge	Break	Life Skills - cooking	Reflection and Choosing Time
Tuesday	Mindfulness	Key Worker Session/ Independent Living Star	Alabare Development Centre – Garden Centre	Alabare Development Centre – Community Shop	Lunch	Alabare Development Centre – Café	Break	Mindfulness and sensory play	Reflection and Choosing Time
Wednesday	Mindfulness	Key Worker Session/ Independent Living Star	Work experience at British Heart Foundation		Lunch	Land Base Science – Working on Stratford Lodge allotment	Break	Mindfulness and sensory play	Reflection and Choosing Time
Thursday	Mindfulness	Key Worker Session/ Independent Living Star	Five Rivers Leisure Centre – swimming/gym/coffee		Lunch	Land Base Science – Working on Stratford Lodge allotment	Break	Life Skills - cooking	Reflection and Choosing Time
Friday	Mindfulness	Key Worker Session/ Independent Living Star	Out and About – bus travel/train travel/ community access		Lunch	Work Experience at local Pub/Cafe		Reflection and Choosing Time	

Evening Routine

16:00 – 18:00 – supported to transition from their day time activities, they may need some down time at this point and to be supported with hobbies and personal interests. Active participation in the preparation of the evening meal will be encouraged at the appropriate levels of the young adults. This could be a rotation basis when the house is full. Staff and the young adults will then eat together as a family unit where possible.

18:00 – 20:00 – Evening activities; on site arts and crafts, movie nights, pamper nights, games nights, sensory play, gardening, cooking, outdoor play equipment. Off site may be accessing social clubs/groups, swimming clubs, pinball, walks, football, basketball, pubs/restaurants. Activities as a group and also on an individual basis will be encouraged and timetabled in for consistency.

Night Time Routine

Bedtimes as such at Stratford Lodge will be individualised, staff will be supporting personal hygiene routines, medical regimes and any good practice that is conducive to a settled bedtime, reading time for example.

Capturing Progress and Generating Evidence

The Outcome Star

At Stratford Lodge all staff are training and licenced to utilise the Outcome Star to ensure we have tangible data across all the important areas of our young adult's life.

The Outcomes Star is:

- A family of evidence-based tools for measuring and supporting change when working with people.
- A unique and innovative way for frontline services to demonstrate their impact whilst improving their keywork.
- Tailored to specific sectors, with over 25 versions developed in collaboration with service users, service providers and commissioners
- Widely used in the UK by national and local charities, local authorities, the NHS, police, schools, housing associations, care and support services, and growing internationally across Europe, Asia, Australasia and the USA.

The Independent Living Star

At Stratford Lodge we use the Independent Living Star which allows us to track development across 8 important points for the young adults in our care.

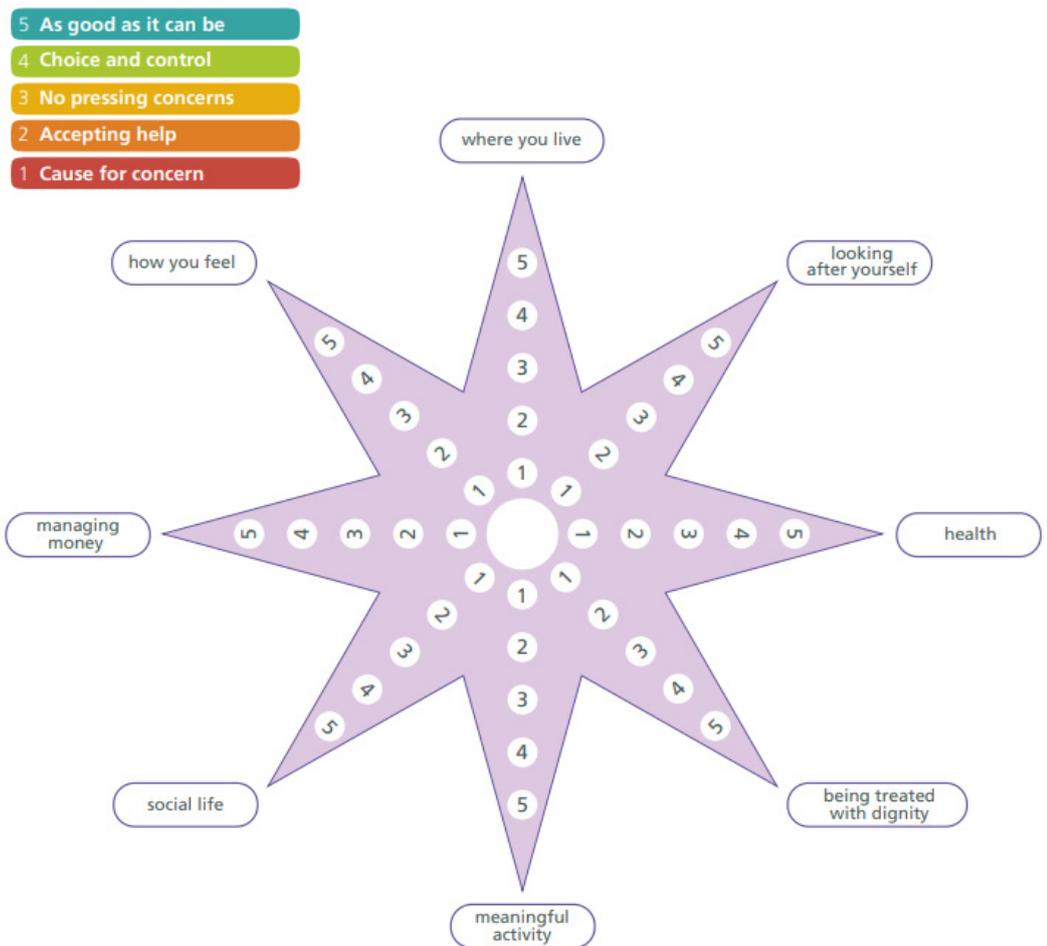
The process is:

- Collaborative
- Positive
- Person Centred
- Visual

Completing an Outcome Star gives us the basis for an action plan. We recognise that all our young adults will be at different stages in their development and this gives us the structure to form a baseline assessment on admission which can then be used to plan and target areas for long term development and map progress over time.

It is easily analysed and gives us tangible data that can be used to support the effectiveness of Stratford Lodge as a provision.

The Outcome Star does not just provide evidence for the individuals in our care it also ensures the home can remain progressive as it is used to analyse strengths/weaknesses and identify training needs for the staff team throughout the year.



Our Environment

“There’s no place like home”

And whilst we recognise Stratford Lodge may not be able to replace the family home for our young adults it makes every effort to provide the comfort, warmth and care that a family home provides so that our young adults feel safe and nurtured in their environment. Choice and personalisation is encouraged in communal spaces and bedrooms to support the young adults to enjoy their environment.

Stratford Lodge is a large Edwardian house located in a residential area. It features in a quiet lane overlooking Victoria Park in Salisbury. It is in walking distance of Salisbury city centre and is easily accessible to all the local leisure facilities, opportunities and community links that our young adults will need to develop that sense of belonging they require.

Stratford Lodge provides a homely environment for up to 8 young adults, specifically designed to meet the needs of the individuals in our care, for whom a shared living experience can be a challenge.

Inside we have:

- 10 bedrooms
- Main lounge
- Quiet lounge
- Dining room
- Games room
- Kitchen
- Laundry facilities
- IT suite
- Office spaces



Our gardens are landscaped with rest and recreational areas all within a safe and secure environment.

In the garden we have a purpose-built play area including:

- a basket swing
- a hammock
- a bucket spinner

Play equipment such as this can support relaxation and also improve emotional and sensory regulation for the young adults. Whether they are in need of calming or stimulating input, the specially designed garden area can provide movement, touch and balance in order to promote sensory processing, reduce anxiety and generally improve overall wellbeing.

There is also an area for agricultural work; maintaining flower beds, building natural wildlife areas or growing fruit and vegetables. This is again built around the concept of a waking day curriculum and offers the young adults an opportunity to practice new skills in the home that could benefit them later in life, whether that be for recreation or within the world of work.



Benjamin's Story

Before Moving to Stratford Lodge

Benjamin has a diagnosis of autism, anxiety and ADHD.

Benjamin had a history of previous placements breaking down, his high anxiety and challenges in line with his autism and ADHD meant that mainstream learning environments were a trigger for him. He was regularly becoming heightened and responding behaviourally. He was aggressive towards others and as he grew nearer to adulthood his mental health declined and he also began to self-harm.

The escalation of these behaviours led to challenges maintaining his placements until eventually arriving at Stratford Lodge.

How Stratford Lodge supported Benjamin

Benjamin craved the social experiences a college environment could give him but was unable to maintain his placements due to behaviour and application. Between the age of 18 and 21 Benjamin was supported by Stratford Lodge. He received 1:1 support, he was assigned a skilled and experienced key worker who acted as his main port of call for any challenges he was facing. Benjamin's key worker was a fierce advocate for him and supported him to engage in a number of challenging experiences, refusing to give up until Benjamin had developed and was able to achieve success.

The following strategies supported Benjamin to settle in at Stratford Lodge and make progress:

- Benjamin had an Individual Risk Assessment and Behaviour Support Plan implemented by the home.
- A sensory diet was integrated into his day.
- Benjamin had informal key worker sessions, cleverly designed so as not to trigger his anxiety.
- He was assessed collaboratively using the Outcome Star and agreed on targets that would support him to reach his goals. This shared ownership allowed him to accept responsibility and reflect on his behaviours, something he had struggled with his whole life.
- Benjamin was supported to develop independence skills such as train travel that were a huge boost to his self-esteem.
- He was given social skills advice, role modelling and opportunities to mix with peers his age in the home and the community.
- When Benjamin made a mistake he was supported with a restorative approach and not with judgment or blame.
- Benjamin was supported to access a college course, it was split over 3 years instead of 2 and he was given visuals, timetables and 1:1 support to ensure he maintained attendance and completed assignments.

The IMPACT of these strategies

- Benjamin built a social group and held down a safe relationship with a peer for an extended period.
- Benjamin's incidents reduced year on year and in his final 2 years there were no incidents of targeted aggression towards others.
- Benjamin learnt how to accept support and this helped him engage in a number of new settings that added value to his life.
- His life skills and confidence in the home and the community vastly improved. He was able to cook meals for himself and access the community using public transport independently and safely.
- Benjamin was able to complete a successful college course for the first time in his last year with us.

Positive Outcomes

- Benjamin was able to safely move back to his family home.
- He passed his driving test.
- Benjamin accessed the next level of his chosen college course.
- Benjamin was able to experience a level of independence across his life that he had not previously thought possible.

Community Links

Integration is a key part of the Cambian ethos. Home may be where the heart is but a community is where you experience true fulfilment and at Stratford Lodge we strive to build strong positive relationships between our young adults and as many key vocational and social activities in the community as possible. How they are accessed and which services are accessed is of course bespoke and down to the individual but here are just a few of the pre-established links we can offer:

- **Alabare Development Centre Old Sarum** – offers WEX in their café, garden centre, with their commercial grounds team. It also has a carpentry workshop, IT suite and shop that is open to the public.
- **Alabare Development Centre Barford** - carpentry workshop, pottery studio and a training kitchen. In addition, they have a teaching room from which they offer literacy training and arts & crafts training.
- **Spire Inclusion Day Service** – life skills, kitchen skills, sports, vocational skills in community shop and café, dance groups, therapies and organised trips out.
- **Mencap clubs and groups** – social clubs, weekly disco's, movie nights, BBQ's.
- **20's plenty club for young people**
- **Dolphin swimming club** – inclusive sessions open to people with disabilities and/or additional needs, their families, carers, and friends to enjoy the pool in a safe and welcoming environment.
- **Able Hands Together** – become a 'co-farmer' and learn transferable social and employability skills to aid development and independence.
- **Wildlife and Wellbeing group** – wildlife activities, cooking, mindfulness, supportive group settings.
- **NHS Health Improvement Coach** – able to attend the home and offer flexible programmes around health and wellbeing.
- **British Heart Foundation** – regular Work Experience placement used by Stratford Lodge.
- **Five Rivers Leisure Centre** – 5 minute walk from the home, offering regular gym, swim and sports opportunities.

All this plus cinemas, shopping, restaurants, lovely country parks and walks, the possibilities are endless.

The Proprietor

The Proprietor of the school is Farouq Sheikh, Chair of the CareTech Board.
The representative of the Proprietor of the school, whose address for correspondence during both term times and holidays, is:

Andrew Sutherland,
4th Floor, Parkview, 82 Oxford Road, Uxbridge UB8 1UX..

The representative of the proprietor may be contacted at
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Where to Find Us



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