



Possability

Welcome
Introducing Possability

Nurturing
potential.

Welcome!



At Possability, we believe that everyone should have the opportunity to choose how they live their lives, be connected with their community and encouraged to pursue their potential.

We're delighted that you are joining us at Possability and we hope that by working together, you are able to achieve your goals, whatever they might be.

We look forward to getting to know you in coming months, finding out what is important to you and your aspirations for the future. In the meantime, this booklet provides a bit of information about us and some of the amazing people we work with.

A handwritten signature in black ink, appearing to read 'Drew Beswick'.

Drew Beswick
CEO

About Possability

Possability has been a leading not for profit provider of disability services and supported accommodation for close to 30 years and has a long history in Tasmania. Our name reflects our focus on individuals' strengths and abilities, and the desire to inspire people to realise their potential.

Possability currently provides services to a thousand participants across Tasmania and Melbourne. Specialist services include supported accommodation, community access, skills development, respite, training and leisure activities. We bring with us five years of experience as a registered provider in the National Disability Insurance Scheme (NDIS).

We draw on this NDIS expertise to help participants and staff navigate the complexities of the scheme and to get the best results for participants. We work hard to develop innovative and sustainable services that provide opportunity and security for participants and employees.

We value the skills and commitment of our employees and look forward to building our team as new employees join us to deliver more services in Victoria.



Our Purpose

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We are catalysts for change.

Our actions are based on our belief that freedom and independence are fundamental human rights.

We prefer to talk about ability rather than disability, and focus on strengths rather than weaknesses.

We believe that everyone should have opportunities.

Through our actions and conversations, we are a champion for inclusion.

Our Vision

A world where everyone has the opportunity to pursue their potential.

Our Values

Humanity:

Human rights and dignity underpin all our decisions and actions. We believe that every individual has the potential to grow and the right to determine how their life will be lived.

Honour:

We take pride in our work, are true to our word, honour our commitments and treat our colleagues and clients with integrity and respect.

Innovation:

Driven by our commitment to excellence, we are continually learning, taking on new challenges, and constantly finding ways to excel in the dynamic world we operate in.

Accountability:

We know where we are heading and why. By being efficient, effective and persistent we find ways to make things possible and deliver results.

Quality and safeguarding

Possability is committed to ethical, respectful and safe practices.

We believe everybody has the right to:

- > Confidentiality and privacy
- > Freedom of expression
- > Self determination
- > Be treated with dignity and respect
- > Choice and control
- > Take risks
- > Freedom from discrimination, exploitation, harm, neglect, abuse.

Our services are accredited under the Attendant Care Industry Standards, ISO 9001:2015 and the Australian Childhood Foundations Safeguarding Children and Young People guidelines, all of which require annual independent checks to ensure our operations meet quality standards.



NDIS experienced

Possability has been a registered provider in the National Disability Insurance Scheme since 2013. We understand the NDIS inside out and can help participants navigate the complexities and make sure they get the most out of the scheme. We have successfully transferred hundreds of existing clients to the NDIS, while also welcoming many new participants through the NDIS. We have also successfully lobbied on behalf of participants to adjust funding packages to better suit their needs and actively participated in activities to improve the practical implementation of the NDIS.

Support practices

Our support is based on demonstrated best practice that is proven to achieve positive outcomes for people with physical and intellectual disability. Our Practice Framework for Disability Services is based on:

- > Person-Centred Approaches
- > Inclusive Practices
- > Life Long Learning
- > Positive Behaviour Support Approaches.

We invest in practice coaching and engage local advocacy groups to work with participants to build capacity in self-advocacy.

Matthew's story

A true blue Aussie, Matthew loves his music, cricket and AFL, proudly displaying his Hawthorn memorabilia around his home.

Matthew is 42 years old, has an intellectual disability, hearing impairment and limited verbal communication. Since moving into supported accommodation with Possability seven years ago, his goals have been to develop his social skills and independent living skills.

Matthew works with his support professionals on day-to-day activities around the home, assisting and taking the lead on tasks he knows well. His capacity to take on more responsibility around the house has grown resulting in improved skills in maintaining personal care, household duties and shopping. Matthew continues to set goals with his support team to improve his lifestyle. Support professionals work with Matthew to apply his developing skills to real life situations, including saving, budgeting and planning the redecorating of his room and the purchase of new household items.

Matthew's improved self-management and independent living skills have had flow on benefits to his confidence and social interactions. Friends and family have praised the progress Matthew has made.



"Matthew continues to set goals with his support team to improve his lifestyle"

Communication and feedback

Possability actively seeks feedback and welcomes complaints from participants and families to continually improve our services.

We recognise that everyone communicates differently and we provide a range of mechanisms for everyone to 'have a say' and be heard. Participants are encouraged to express their views regarding their personal lifestyle as well as organisational arrangements.

As the transfer progresses and we get to know each other more, we will introduce you to the range of ways we encourage participants and families to express their views.



"He has all the supports he needs to live the life he chooses"

Jacob's story

Jacob is a highly social individual, and like others with the rare genetic condition, Williams Syndrome, he has a learning disability and heart disease. Aged in his mid-twenties, Jacob wanted to become more independent, so soon after receiving his NDIS package, he moved out of home and into supported accommodation with two other young men.

Jacob's Mum, Liz, says she and Jacob worked with Possability staff to identify a number of personal goals in his support plan, "which means now he is able to attend all the social activities he loves without having to rely so much on us.

"He's also learning a whole lot of new skills and his support professionals bend over backwards to do things for him so he never misses out."

Close to two years down the track, Jacob is enjoying being more independent.

"Now he has all the supports he needs to live the life he chooses, we can get back to living an ordinary life too!" Liz said.



"I have changed over the last few years, I have got more confidence. I am not shy now!"

Pania's story

Pania lives in supported accommodation with three other women in the Huon Valley in southern Tasmania.

"When I first moved in I was shy. I wanted to get out and about a bit more, get into the community," Pania said.

After identifying these goals in her individual support plan, Pania now engages with her local community in many ways. She has holidayed in New Zealand, joined a theatre group, volunteered in community events and currently takes weekly singing lessons.

"Going to different things helped me to open up."

She also expressed a desire to improve her literacy and numeracy and has now completed a Certificate 2 in retail. She volunteers at a local charity shop each week and regularly does other volunteering to continue developing her workplace skills while she seeks employment.

"Staff helped me along the way, they got me motivated and encouraged me," she said.

The Participant Engagement team connected Pania to Possability's Consumer Forums and she was elected as the Southern Consumer Representative to take participant concerns to the Possability Board.

"The Consumer Forums have helped me. I would tell others to do it because it can help them open up a bit more!"

Pania has worked hard to overcome her shyness and recently achieved a milestone of addressing high school students about her experiences of discrimination and diversity.

"That is not something I would have been able to do a few years ago.

"I feel like I have come a long way, I feel good. I am more open than what I was. I have changed over the last few years, I have got more confidence. I am not shy now!"

Skilled professionals



We recognise that any organisation is only as good as their people, so we invest strongly in training and upskilling our workforce. We work with employees to identify professional development opportunities tailored to the needs of the participants they support and to their individual career aspirations.

Possability's status as a preferred employer was recognised by the Tasmanian Government with an Employer of Choice Award in 2016. This award recognises businesses that successfully attract and retain skilled employees by creating a great place to work.



Jo's story

"The group of staff I work with is fantastic. I get a lot of support from the team," says Service Manager, Jo Watts, who joined Possability in 2015.

"Training is a big thing for me. Possability has supported me to complete courses on Autism and behaviours of concern, and I have completed training in Positive Behaviour Support and Trauma Informed Practice."

Jo says she is continuing to learn from her job every day.

"Every day is different. I learn so much from the clients and the staff supporting them."

"I get a lot of support from the team"

Further information

For further information visit our website possability.com.au/welcome, call 1300 067 067 (9am-4pm, Monday to Friday) or send an email to welcome@possability.com.au.