



Spring Meadows

Personal goals with a big impact

Background

Spring Meadows (Manorleigh) is a small, family-run residential home in Swansea for up to eight older adults with learning disabilities. The home benefits from a long-standing team of staff who know the residents well and support them to develop independence through purposeful activities.

What are they doing differently?

Spring Meadows runs two linked schemes that turn everyday learning into pride, purpose and independence.

- **My personal goals:** Each resident chooses one personal goal for the year (e.g. making a cup of tea, learning about money, choosing weather-appropriate clothing). Staff review progress with residents every three months, alongside family input. Everyone receives certificates for effort and progress, culminating in a celebratory awards evening each December.
- **Achievement post box:** Residents, staff and families write 'achievement postcards' whenever someone shows kindness, tried something new or makes progress. Posting the card is motivating and immediate. At year-end, the post box is opened and achievements are read aloud at the awards evening.

Together, these simple schemes give residents regular encouragement, clear goals and meaningful recognition – helping them develop confidence and skills.

Impact ...

- Boosted confidence and motivation with residents receiving regular encouragement and recognition from staff, family and peers
- Residents are more willing to try new things, build skills and work towards greater independence
- Staff and families see more pride and purpose in residents' daily lives

Alongside the collective impact, residents have achieved personal milestones:

- One resident progressed from not recognising coins to paying independently
- Another resident who chose "try new things" now attends community clubs and has made new friends
- One resident learned to choose weather-appropriate clothing, helping them stay comfortable and well

“ Every achievement is worth celebrating, big or small! ”