

PERSONA NEWS



Staple Down Here To Make This Into

An Easy Read Style Booklet

*We support people
to live their best life*

Message from Kat

I think it's fair to say that the past few weeks have felt really challenging.

Not only have we had the release of covid restrictions to contend with but we've also had the outcome from the Council's recent public consultation, which has resulted in some really difficult decisions for our older people's day service and our short stay services.

It's tough stuff and I sense that many of us are feeling weary with it all. I don't think that is unique to Persona. When I speak to people in other organisations their stories are very similar – people are feeling jaded with everything they have faced for the past 18 months.

So how do we solve it?

How do we get back to a place where we can feel like we're positive and thriving again?

What we learnt from the pandemic is that it is within us all to be incredibly resilient, adaptable and frankly remarkable in our responses. Last year we adapted to what was thrown at us. We made a conscious choice to find ways to get through it. Let's remember everything that Art of Brilliance revealed to us – happiness is a choice.

Hard as things may seem right now we can choose to forge a way through to a more positive future, or be a victim of it. We can romanticise and yearn for how things used to be or we can choose to find new ways that work for the future.

Our **Adaptable** value is just as important now as it was in the height of the pandemic. We may feel a bit depleted with all we've been through but take a moment to reflect on what you have achieved in the past 18 months and what that says about what you are capable of.

Be proud, but also be confident that you are resilient and remarkable and those things will enable you to face whatever the future holds.

Kat

This month's highlights

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When viewing the newsletter digitally and you see this logo, there is an online link that you can click for direct access

CHANGE OF DATE *Next 'Chat with Kat' is on*

Tuesday 17th August at 11.30 am



For previous Chat's:
<https://tinyurl.com/y6neljzv> or find details about the next session and how to access it.

To ask a question if you can't attend, please email info@personasupport.org or ask a member of the Employee Forum.



ANNOUNCEMENTS

HELLO AND WELCOME

- Michael Buckle - Casual Support Worker
- Fatuma Masudi - Casual Support Worker LD
- Roseline Njoroge - Casual Support Worker
- Benedict Olokede - Casual Waking Nights Support Worker
- Nonso Thomp-Onyekelu - Casual Support Worker
- Michelle Guy - Support Worker

GOODBYE AND GOOD LUCK

- Amber Teece - Support Worker LD
- Jenna Watts - Lead Support Worker

PERSONA THEMED QUARTER *Nutrition and Hydration*

The Iced Lolly Summer Challenge

We challenge you to make iced lollies for your customers with innovative flavourings. Send your recipes and pictures of customers enjoying them to info@personasupport.org

We will share your flavour ideas on the intranet and in September's newsletter.

Eating iced lollies is a great way for customers to keep their hydration levels up, especially in the heat that we have been having recently. If you have any other ideas on how to keep cool and hydrated, let us know by emailing to the above address!



September Support

Keep an eye on the intranet for details on how you can join these groups.



A monthly, drop-in support group run for Persona staff by Persona staff is launching next month. Everyone is welcome, whether it's you or a loved one who's affected.

Connect with others who understand, **Keep Learning** and **Give to Others**, whether it's a friendly ear or a tip you want to share.

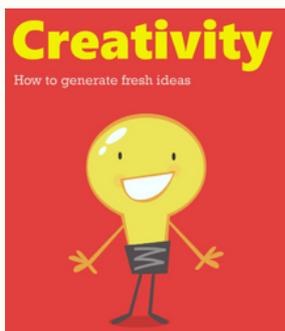
Details coming soon!

When you combine the opportunity to **Keep Learning** with the stress relief reading can bring (just 6 minutes a day can reduce stress by 68%) and the feel-good factor of **Connecting** with people you share an interest with, you've got #BookChat! It's an informal monthly meeting, you don't need to be a big reader or access to a particular book. Starts again in September.



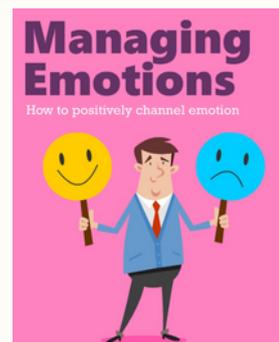
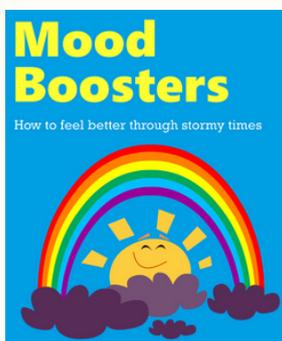
Books to inspire you

Why not mix up a stress relieving read with some wellbeing advice from Liggy Webb? These bitesized books are available on the Learning Hub.



Unleash the potential of your mind! We can all be creative but why is it important?

A tiny toolkit of easy to apply mood boosters to help you manage your stress levels and look on the brighter side of life.



Cope better with challenging situations - learn how to manage your emotions so they don't manage you.

#WellbeingWednesdays with Ruth is moving to Teams from 4th August - we'll share the new link with you and on the Wellbeing Hub soon.

Our Mental Health First Aiders are now called Wellbeing Champions and they are joined by other champions with different specialisms. You can search for them on the hub, if you'd like some support.

Person Awards

Celebrating excellence

2
0
2
1

Wow! We have received well over 100 nominations!

Thank you to everyone who submitted a nomination. With over 100 nominations, it just shows how amazing and valued our staff teams are. Congratulations to everyone who has been nominated! The Persona Board will be meeting shortly to create your shortlist of nominees.

Once the shortlisted entries have been announced (check your email and texts), they will be then put into a survey on Survey Monkey. The next step will then be over to you, our staff.

Under each category there will be up to 10 shortlisted nominations of people being amazing and your job is to choose your 3 favourites.

The person/team with the most points will win the award.

Voting will be from 16th Aug - 12th Sep

In the meantime, let's get planning for the Celebration Event!

1st October 2021

What is your theme going to be?

Will it be Willy Wonka? As we're celebrating 6 years of Persona, the traditional 6th anniversary gift is sugar!





*Helping you, to help them
live their best life*



In the past month, lots of activity has been going on behind the scenes to help move the Care Control project along. A few of the activities that have been happening are...

- Support Coordinators in Learning Disability Day Support (LDDS) are currently working through capturing care plans for customers onto Care Control.
- The mobile devices and tablets that will be used to record care have been delivered and set up. These will be delivered to sites as and when sites are ready to go live.
- Care Control are working on developing the system so that customers have one care plan that follows them from one to service to another. Fir St Supported Living and Ramsbottom LDDS who have several joint customers will be testing this development work when it's completed. The Lead Support Workers at Fir St have now had training on care planning and will begin with entering customer care plans in the coming weeks.
- Getting to know Care Control sessions will be arranged initially with Woodbury, LDDS and Fir St in Supported Living after the development work has been completed. This will give staff in these services the opportunity to play around with the devices, get a feel of what it looks like and how it works as well as ask any questions they might have about the system.
- The Daily Huddles have been going ahead every day, giving people the opportunity to dial in and ask any queries and questions that they've got about the system. Information about the daily huddles and the times which you can dial in can be found on the dedicated Care Control intranet page as well as a FAQ page.

Any questions, please join the daily Care Control Huddles



<https://tinyurl.com/CCHuddle>

Living by the Values is embodied by our colleagues on a daily basis.

Head over to persona.wrkit.com to give your appreciation to your colleagues for living the values.



Respectful

Melanie Quilton

Well done for assisting your teams through a very challenging period of time! You have had a number of areas of work that have required quick interventions, but you have managed these well and have communicated in an excellent manner with your staff teams.

Nicola Depledge

Well done for a positive start in your new role! You are already understanding how the staff and customers interact and are respectful of measures previously used, whilst excited about the impact you can have in the service when you step further into the role. Well done!

Lizzie Coltman

Thanks for your approach to the updates to staff teams on the public consultation. You were able to provide good leadership, support and information in delivering those key messages in a compassionate way. Thanks for also adjusted your week to enable this to happen.

Enthusiastic

Jackie Jackson

Your enthusiasm for assisting the people we support to live their best lives is evident through the recent move ins at Queensberry place. You have supported the move for customer 'B' which has allowed her to build relationships and reduce her social isolation, and will have an improved outcome on her health needs. You have also worked hard to reduce the negative impact on customer 'L' by ensuring her transition and move in went ahead under difficult and challenging circumstances. Well done!

Gareth Monk

Hi Gareth, I'm not sure whether the time has gone but you have had a really positive first month. I'm really impressed with your "can do" attitude and your enthusiasm. It was a great piece of work with the audits yesterday and I liked how you feedback to coordinators, set your expectations and delivered your thoughts in a supportive way. Great to have you on the team.

Susan Stockman

Massive thanks to you Sue working off your own initiative and planning some good times for our customers enjoying the football with great food drinks and company everyone had a great time.

Mo Arthur and Diane Davies

Adaptable

Your hard work supporting a customer to have a successful respite placement via Shared Lives has been acknowledged by partners at the Council. You have gone above and beyond to make it possible for a young lady to be part of a Shared Lives family and achieve improvements in her life and wellbeing. Please pass on our thanks to the Shared Lives Carers too.

Megan Drury

I'd like to give a massive HIGH FIVE to Megan. Since she arrived as a kickstart member at the beginning of the year she has instantly felt like one of the team, has learnt all about our service and the finer details of how we function. It could have been a difficult start for Megan as, due to the pandemic, we've all been working from home which could have put a barrier up for her building relations with the team but Megan did not let this be an issue. Megan is proving to be an invaluable member who we rely on constantly to support us to enable us to do our role. Megan is also fantastic at 'thinking on her feet' and will offer ideas and help before we even ask for it.

Caring

Ewelina Kedziorczyk, Anna Dubiel, Michael Colley and Dawn Mullen

I wanted to say how caring I felt you were when I visited Walshaw road yesterday. The interactions I witnessed with all staff and customers was kind, respectful and caring and it was clear to me how happy each of the customers were. I look forward to visiting again
Thank you.

Clair MacKinnon

For supporting me whilst I transition into my secondment and the support you have given me, I really appreciate it.

Nikki Ledger and Stella Parker

Thank you for the hard work of you and everyone involved to support a gentleman whilst Woodbury and to transition to a Supported Living placement. You challenged assumptions and worked tirelessly to put him at the centre of decisions that would determine what his future life held. He is now achieving fantastic outcomes as a result of your passion and tenacity and the impact for him has been amazing. This has also achieved a significant financial impact as compared to his previous package of care which wasn't even meeting his needs. Fabulous work all round.

Honest

Norma Milne

Thank you for putting together the video as part of lessons learned. It must have been incredibly hard but it is so important that we do this. You spoke from the heart and I really appreciate you doing that so that others can learn.

Peachment Place

Would like to take this opportunity to say a big thank you to you and the rest of the care team for your kindness and support at this difficult time. Take care Kind Regards Carol.

Pinfold Lane Day Service



Thank you to all the staff at Pinfold, you certainly made a difference during Dad's final weeks, what you do here is wonderful and long may it continue, although Dad would never remember it really perked him up and gave him some focus. Lots of love Alan Fletchers family.

Pinfold Lane received this beautiful decorated cake from Paul, to thank the team for their care of Susan.

I would like to give my gratitude to one of your seniors who works here at Spurr House. Sam is a very caring lady and she is very professional and very stunning but is the ultimate professional.

-S.Hill

Spurr House Short Stay

'I would just like to thank all the staff at Spurr for their professionalism when dealing with a particularly challenging customer this weekend. It has been a challenging few days for you all but you coped so well'.

-Steve Hampson, Social Worker

Grundy Day Service

I wish to say a BIG THANK YOU to Karen Smalley and all the staff at Grundy Day Care Centre in Bury. My mother turned 95 years old on 19 June and you lovely people made my mother's day special. I am so very grateful to you all for your time, patience, understanding and caring. You are all wonderful special people. Thank you so much, my mother absolutely loved her day with you at Grundy twice a week.

If you think that mindfulness is

'just that *hippy dippy* stuff, sitting on the floor with your legs crossed, holding your fingers funny and saying *Om*',

you're in for a surprise!

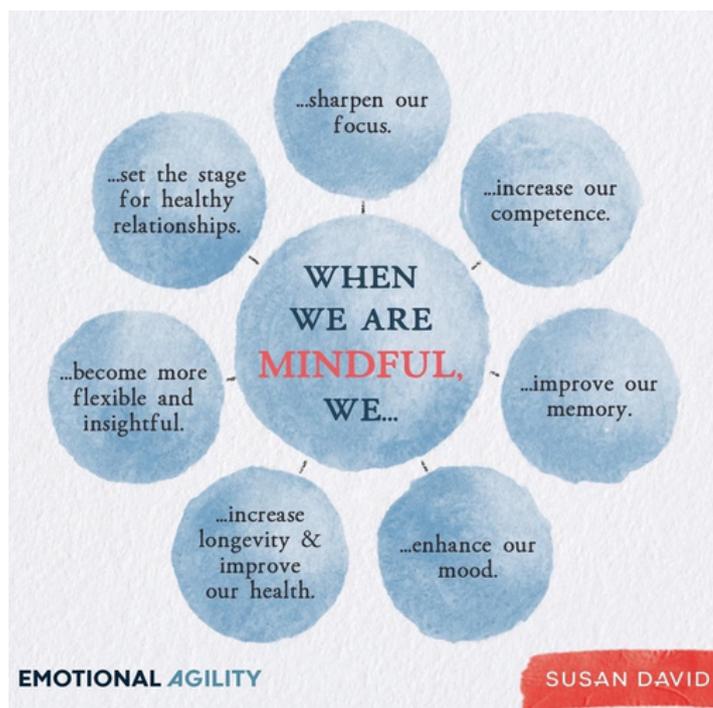


What is mindfulness?

Mindfulness is just about learning to be in the moment - learning to notice and accept your thoughts for what they are; just noise in your head, rather than orders to be followed or comments to make you feel bad about yourself. It's about using your senses to experience exactly what's happening for you right now, practising not thinking about the past or the future.

Meditation can be a useful way to practise mindfulness, but it isn't the only way to do it. You can be mindful in your daily life without ever having to meditate unless you want to (and even then, you can do it lying down, or on the bus, or in the queue at Asda...no weird poses required).

Mindfulness is now being backed by modern science as a way to keep well that **has real results when you're stressed, anxious, depressed or overwhelmed** and the NHS have adopted **Take Notice** as one of the Five Ways to Wellbeing. Mindfulness can even have an effect on **chronic pain**, making it easier to deal with and improving people's quality of life.



Mindfulness without meditation

If you run, cycle, go to the gym, do pilates or walk the dog and you've found yourself totally absorbed in that moment

- not planning your shopping list or thinking about that awkward conversation you had earlier -

congratulations - you've been mindful!

Some people even find that housework does it for them - it's completely individual.



How do I 'do' mindfulness?

Focus just on your breath, or if you prefer, focus on what you can see, hear, smell, taste or feel and if a thought pops into your head, just say 'thought' and go back to focussing on your senses.

A mindful shower is a lovely place to start practising - it's something you probably do most days and there are so many senses you can easily focus on.

Take a look at the **What is mindfulness?** page on the hub for a printable version of prompts you can use to try a mindful shower. You'll also find links to some more of the ways you can try mindfulness; all of them are accessible on the Wellbeing Hub.

Mindfulness is NOT about having an empty mind, it's just practising being here, now and not judging yourself for having thoughts or feelings, or for getting distracted by them.

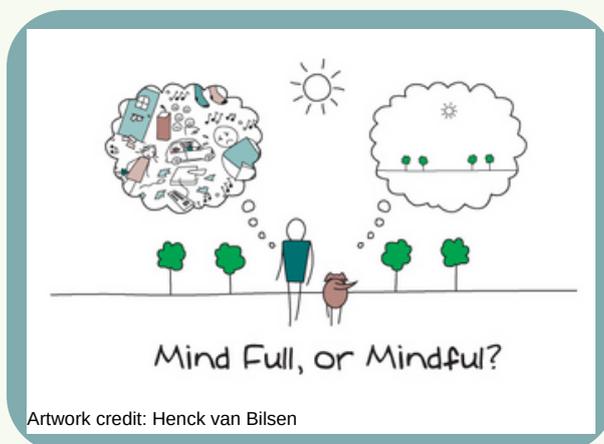
No, we know it's not as easy as it sounds, but the more you do it, the easier it gets and you might even notice a difference in how you experience strong feelings like anxiety or anger if you do it regularly.

Here are some of the ways we've heard that people across Persona are being mindful:

Karen walks to work: "you'll go into a little world of your own and you just think of all the nice things, which makes you feel better when you get to work... I just feel chilled out and then walking back home just gets rid of all the stresses of the day..."

Nicola goes to bootcamp:

"You just forget about everything that's going on. For me it's healthy to forget about work, bills, and just concentrate on the activity and the friendships. I go home feeling lighter. I see life differently after 6 hours of boot camp a week."



Bernard walks in the

countryside: "When I am just watching what is happening around me I can completely clear my head of any other thoughts."

Jenny lifts weights: "You have to think and concentrate on so much around your body while you are lifting that all else falls away. You are just in that moment."

Joel runs: "I focus on breathing and my strides per minute and it really helps clear my head and provides clarity about the day ahead."



Long Term

Respite



Day Support

We're recruiting Shared Lives carers now & the role can be as flexible as you need it to be.

Want to know more?

**Visit us at personasupport.org/bury-shared-lives
or call 0161 253 7211**

for more information on the scheme & on being a carer.

@MeetTheSharers

As part of the celebrations for Shared Lives Week, Shared Lives Plus asked for volunteers from schemes across the UK to take over their social media channels for a week and show what everyday life is like for people involved in Shared Lives. We asked Edrina if she'd like to share the Jones family's week; they always have a lot of fun stuff planned. Happily for us, she agreed and took over for a week in July.

The Jones family are Joanna and her daughter Edrina who are both Bury Shared Lives carers and Jessica and Trina, who live with Joanna and Edrina on long term placements.

As well as studying for a postgraduate degree, Edrina also provides day care to a Bury Shared Lives customer 'I do four hours a week and that gives me the opportunity to get out and support a customer, so I'm doing a really good thing, I'm learning myself and I've still got time to study and yeah, so it's just really flexible', she told us.

During the week, we found out about Trina's and Jessica's music taste and what sorts of activities a regular week involves for everyone. We were also introduced to the fifth member of the household, Jess the dog, who featured after a very fetching haircut. Edrina also got some help from Jessica, getting ready for work and everyone enjoyed the football and spending some time in the garden.

We were sorry when their week came to an end and we'd like to say a huge thank you to the whole family for letting us know what they got up to during the week and for showing us, yet again, how much fun they have together.

The share is still in full swing, with a new family taking over each week – follow them on Twitter now at @MeetTheSharers

MeetTheSharers - Edrina, Joanna, Jessica, Trina @MeetThe... · 9 Jul ...
Here's some snaps of our trip to sealife last week 📸💙❤️



MeetTheSharers - Edrina, Joanna, Jessica, Trina @MeetThe... · 11 Jul ...
What a brilliant experience we've had at @KnowsleySafari today. Here are some pictures 📸💙



MeetTheSharers - Edrina, Joanna, Jessica, Trina @MeetThe... · 5 Jul ...
It's Monday Lunchtime, which means it's time to introduce another Shared Lives family who are going to be taking over this account for the next week.
Say hello to Edrina and Joanna Jones, Jessica, and Katrina.



Sunflower Results

Everyone across Persona has worked together to nurture the sunflowers seeds we sent out in May to mark Mental Health Awareness Week. The theme was nature, as research shows nature can improve your mental health.

We gave the deadline date of 19th July to see who could grow the tallest sunflower. There are many brilliant green fingered staff and customers at Persona so our Director of Care, Helen Lavers, was eager to get out to services with her measuring tape to find a winner and a runner up. Each won £25 to go into their Amenity Fund. Congratulations Pinfold Lane and Elmhurst Short Stay!

Check out the feature video on this here:

 <https://youtu.be/WOJj1zLgtQ>



57cm
Grundy
Day Service



1m 20cm
Elton
Community Centre



82cm
Sunnybank
Community Centre



90cm
Spurr House
Short Stay

1m 97cm
Pinfold Lane
Day Service



2m 10cm
Elmhurst
Short Stay



By the Seaside!



Activity Coordinator Karen Wood organised for the seaside to visit Elmhurst last month. Everyone was out enjoying the weather. Resident therapy dog Minnie even brought her sunglasses!



Creative Woodbury



Customers of Woodbury have been busy this month being super creative and making the most of the weather by getting out and enjoying nature!



Lava Lamp fun at Grundy

Everything went all groovy last month at Grundy! The 1960's made a return as Tina and Deborah helped customers to make their very own lava lamps!

For a full run down of how they did it, why not head over to the Persona YouTube channel and have a watch?

The how-to sheet is also available on the Activity Hub.



Materials:

- Plastic bottle
- Water
- Vegetable Oil
- Food colouring
- Alka- Seltzer tablets

Method:

1. In a plastic bottle, fill 1/4 of it with water.
2. Then fill the rest of the bottle with vegetable oil.
Remember to leave a gap at the top.
3. Put a couple of drops of food colouring in. This will colour the water part.
4. Now drop a couple of Alka-Seltzer tablets in.
5. Sit back and enjoy watching your home made lava lamp!





Back in April 2021, Youth Employment UK hosted a webinar discussing the challenges that young people often find with employment. Some of the most common barriers to employment included the need for prior work experience or a higher level of education, lack of part time work and issues surrounding mental health or disability. As a knock-on effect of the COVID-19 pandemic, many young people are re-considering their career paths because they don't think there will be a place for them in certain roles in the future.



With just 11% of care workers being under 25 years old (according to a 2020 'Skills For Care' study), programmes like the Kickstart scheme are just one of the ways that we can attract younger candidates to consider a rewarding career with Persona in the health and social care industry.

To learn more about the Youth Employment UK Employment Charter, click here: <https://tinyurl.com/2865wkun>

KICKSTART
SCHEME

Achieve with Kickstart

HM Government



Persona are supporting several young people to gain skills and experience as part of the government's Kickstart Scheme. The scheme provides on the job experience, training, support and mentoring for 18 to 24 year olds who are in receipt of universal credit and are at risk of long term unemployment.

Each placement as part of the scheme is for 6 months and includes tailored training to support job search skills, CV development and interview skills, along with working as part of a team to learn and develop a range of employability skills for future career options.

The opportunities include Care and Support Worker, Admin and Customer Services Assistant and Maintenance Assistant and Domestic Assistant. Megan Carter, an Admin and Customer Services Assistant, said *'Everyone is so lovely and caring, I know I'm bringing skills to the team as well as learning them on a day-to-day basis, my confidence is my biggest achievement'*. Persona are looking to offer further opportunities with a second Kickstart recruitment towards the end of summer/early autumn.

Listen to what our Kickstarters had to say by heading over to our YouTube Channel:

<https://tinyurl.com/PersonaYouTube>



2021 **B**
Persona
k
e
Off

*Dust off those recipes!
More details coming soon!*



Beautiful weather means sprucing up the Ramsbottom garden!



Game on at Spurr House!

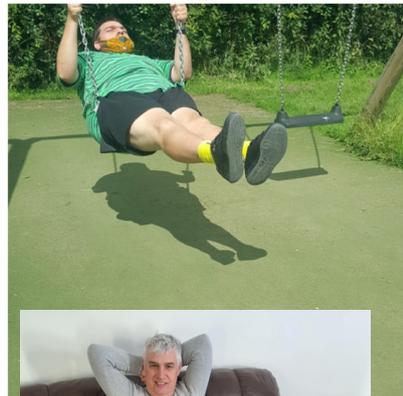




Well done to Andrew for losing 2 stone!



Despite the loss, everyone at Persona was proud of the efforts of the England Football Team.



Ramsbottom customers enjoyed some sensory time!



Gareth Monk Q&A



We took some time to find out a bit more about our new Registered Manager, Gareth Monk

What do you enjoy about working for Persona?

In my 6 weeks within my role, I've really enjoyed the flexibility Persona offer their staff as well as management, the support I have had in my new role from my colleagues and staff has been greatly appreciated. Persona is unique regarding implementing their values across the organisation, something I've not seen in previous employments; this has been empowering to see.

Tell us about your life at home/hobbies?

Prior to having children I did a lot of volunteer work with Young Offenders as well as raising a lot of money for charities. I enjoy running, I've done many 5k, 10k and half marathons as well as the London Marathon in 2018 which was amazing. I've always been sports mad - playing badminton at a high level. Since having children I have focused mainly on giving my young family the support they need to engage in their hobbies and passions.

Favourite place?

I've been lucky enough to do a lot of travelling - Cuba comes to mind as a favourite place I would like to re-visit. I love the laid-back approach, the people; the country itself has been through a lot and it made me reflect on my own life and the things we take for granted daily.

Favourite food and drink?

Cheese. I must have it on everything- although it's extremely fattening. Drink wise it's Irn Bru.

What's your greatest extravagance?

Without a doubt trainers, I have multiple pairs of trainers; I am slightly obsessed - which causes my wife stress, because as she stated this should be the other way round.

What makes you angry?

Selfishness, and negativity- this drives me mad.

Favourite film?

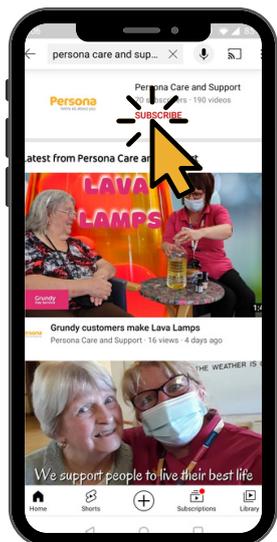
Back to the Future ☺ all of them!

Your most embarrassing moment?

Some things need to remain private ☺.



BACK PAGE NEWS



*Have you watched our videos recently?
Get your popcorn ready!*

Why not subscribe to our YouTube channel and click the bell to get notified when there are new videos from Persona. Just search '**Persona Care and Support**' in the YouTube search bar at the top of the webpage and then click **SUBSCRIBE**. Or, click this link:

 <https://tinyurl.com/PersonaYouTube>

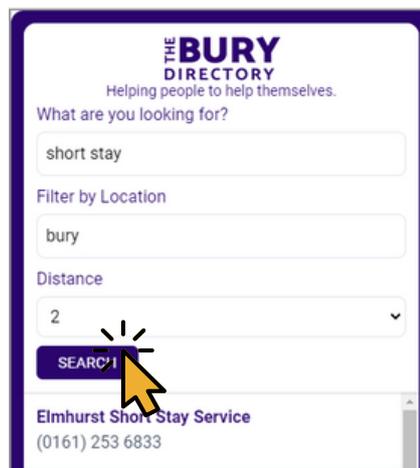
The Bury Directory is an online searchable gateway and one stop information point for local advice, support, activities, services and more.

The directory is the catalyst for Bury residents and professionals to identify and access all the assets available in the person's local area and across the borough which can be broken down into specific areas as well as specific age groups.

Check out The Bury Directory search tool at the bottom of 'Who we are' page on the Persona website.

 <https://tinyurl.com/9x8jnmj67>

THE BURY DIRECTORY



If you'd like to share a story, photos, or an idea, please email us at info@personasupport.org

Follow us on social media:



@personacareandsupport



@PersonaBury



@personabury



Persona Care and Support



Persona Care and Support

Visit our website www.personasupport.org

We support people to #livetheirbestlife