



**Issue 15—December 2016**

Welcome to 2017 everyone. Thank you to everyone who provided support over the Christmas period and ensured that people enjoyed themselves. For many of you I know that takes you away from family and friends and it is greatly appreciated that you make that commitment to the people you support.

January can sometimes feel like a tough month. The excitement of Christmas is behind us and the weather gets that bit colder. What better than a newsletter that reminds us of some of the fantastic things that we did over the festive period as well as takes a look forward to a happy and healthy new year. I'm sure some of the photos in this edition will make you smile and if you've made those resolutions to be more active, eat more healthily and generally have a lifestyle overhaul then there are plenty of handy hints and tips to help you do just that. This edition also sees the launch of our new 100% attendance recognition scheme so there's even more reason to get healthier in order to be in with a chance of winning a reward.

2017 will no doubt bring us lots of challenges but also opportunities so let's step forward into the new year with the aim of making an even more positive difference in the lives of people we support.

Best wishes

*Kat*

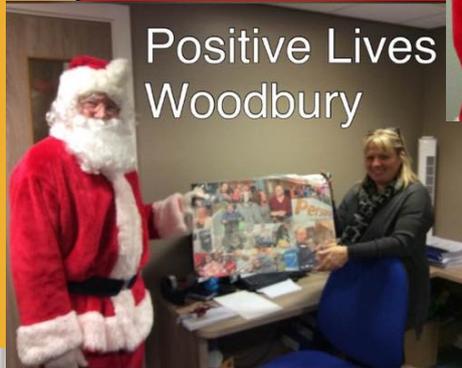


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# Christmas Cheer



Staff and customers at Persona celebrated the festive season in style. There were so many smiling faces around all the services and we even got a visit from Mr and Mrs Claus bareing gifts. Check out our video on You Tube <https://www.youtube.com/watch?v=rDPzc0rXIPA>



Positive Lives Woodbury



Spurr



Head Office staff enjoyed a Jacobs Table feast after Persona's very first AGM



Head Office



Grundy



Well done to the **Elms Drama Group** who gave a fantastic performance of 'Songs from the Musicals' including Grease, Oklahoma, South Pacific and Oliver. It was a wonderful show supported by **Claire from Tracing Step Theatre and Drama Company**

**Elmhurst** staff and customers enjoying the Christmas Festivities



A massive **Thank You** to the **Co-op at Parkhills** and children from **St Lukes primary school**. The Co-op arranged for children from St Luke's to design and produce personalised Christmas cards for all our customers that attend Grundy over the festive season. Staff from the Co-op brought the cards along with cakes, biscuits and chocolates.



**Outstanding!!**



# Competition Time!



Photo 1 - Elton Outreach Xmas Jumper Day—submitted by **Amy Jackson**



Photo 2 - Pinfold Xmas Jumper Day—submitted by **Anna Craig**

**These photos have been submitted for the best Christmas Jumper photo so vote now for your favourite by sending your votes to [info@personasupport.org](mailto:info@personasupport.org). The person who has sent in the most voted for will win a £20.00 voucher**



Photo 3 - The Happy Elf —submitted by **Phil Shellard**



Photo 4 - RE-START Xmas Jumper Day—submitted by **Jane Unsworth**



Photo 5 - Christmas Glamour—submitted by **Eddie Cheung**



Photo 6 - Xmas Jumper Day at The Green—submitted by **Karen Heselwood**



Photo 7- Tired Out —submitted by **Joanne Holland**



Photo 8—RE-START Xmas Jumper Day—  
submitted by **Jane Unsworth**



Photo 9 Twins—submitted by  
**Lesley Fleming**



Photo 10 - Hey, how you doin.....  
submitted by **Deb Jones**



Photo 11— RE-START Xmas Jumper  
Day—submitted by **Jane Unsworth**



Photo 12— RE-START Xmas Jumper  
Day—submitted by **Jane Unsworth**



Photo 13— RE-START Xmas Jumper  
Day—submitted by **Jane Unsworth**

# Health & Wellbeing

January 11 to 17 is **National Obesity Awareness Week**. So why not make a New Year's resolution to help improve the nation's health. Remember small changes count towards achievement so whether it's cooking more healthily, avoiding unhealthy snacks, or being a little more physically active join in National Obesity Awareness Week and make your healthy New Year's resolution now!



Why not try something different..... Persona's very own **Rob Laing** can help you with making a healthy New Year's resolution. Rob holds two **Circuit Training** fitness classes per week at **Castle Leisure**:

- Monday 6.45 pm to 7.30 pm (main hall)
- Thursday 6.45 pm to 7.30 pm (studio 2)

There is no need to book or be a member just pay at reception.



Or if exercising to music is more your thing, then why not try **Zumba**!! Zumba combines great exercise routines set to music from all around the world.



Regular exercise can help to improve fitness levels, prevent some health conditions and enhance the body and mind. So, why not try out a Zumba class near you??

If you want to try a fab, fit, first class for **FREE**, then come along to **St Mary's Social Club in Radcliffe** where Persona's very own **Deb Jones** will help you shimmy into shape.

- Monday 7.00 pm to 8.00 pm



Monday 16 January 2017 brings us **Blue Monday**. The third Monday of January has been awarded the gloomy title due to the combination of post-Christmas blues, cold dark nights and the arrival of unpaid credit card bills.

However, we thought we would shun the blues and bring in the sunshine. So we want you to wear anything bright and cheerful on Monday 16 January—and don't forget the brighter the better!! This can be from clothes to make up or a brightly coloured wig....



Achieve your health and wellbeing goals by focusing on small incremental changes.

Aim for smaller amount of weight loss, eg, 2lbs per week. Try setting achievable targets by aiming for a little change each week, eg,

- Week 1—cut back on cakes/chocolate/ crisps
- Week 2—add 20 minutes walking to your daily routine
- Week 3—replace sugary drinks for water

# Bridging The Gap

Back in April 2016, Persona teamed up with **Bury Council's Sport and Physical Activity Service (SAPAS)** to successfully secure funding through **Sport England's Community Sport Activation Fund** to develop a new, exciting and innovative three year project called '**BRIDGING THE GAP!!**'

'Bridging the Gap' aims to address the high demand and the lack of provision across disability sport and physical activity within Bury. There are a large number of individuals across the borough that live with an impairment or health condition who would benefit from reduced social isolation and an increase in confidence through sport and physical activity.

The project has since formed strong partnerships and activities are being delivered based on the needs of the community/customers to develop a growth in participation, enjoyment and create a sporting habit for life for many more people.

As Project Support Officer, Ros Williamson has secured some of the funding available from Bridging the Gap to implement Target Games for Persona's Spurr House short stay service.



## Spurr House Target Games

Every week at **Spurr House**, residents gather for a fun packed interactive hour of Target Games. As the name suggests the games have a target including a 'Cheese' (a large blow up triangle with scoring pockets), hoopla, golf, netball, and a pop up score chart.

The games are a great way to help customers with their fitness levels, have fun, meet new people and take part in low level physical activities. The games are delivered at an achievable level and get the customers moving and heart beats raised!

In addition, by taking part in these type activities, we help customers to build up their confidence, self esteem and improve their health and wellbeing, which has proven to be the case for customers at Spurr House who have demonstrated that their skills have improved each time they take part. There is a real camaraderie amongst the customers and the games have helped 'break the ice' between customers who are meeting each other for the first time. With words of encouragement and laughter the customers enjoy taking turns to have a go at each game, encouraging others and celebrating the results at the end.



The target games are great for reminiscing making the customers think back to when they played sports such as netball and hockey, bringing back happy memories! One participant, aged 96, Bessie like many of the customers initially said 'I can't' and was reluctant to take part, but with support and encouragement from staff at Spurr House, the activity was adapted to meet Bessie's needs which resulted in her being able to fully take part with other customers.

**Ellen Lowe**, one of the activity coordinators said the games brings out the best of the customers and encourages them to take part in a new type of activity that is fun and provides an enjoyable experience.

**WATCH THIS SPACE!!.... a case study from Ellen will be available in the next newsletter.**

# Announcements

## 100% attendance

As some of you may remember when we were part of **Bury Council** we used to recognise 100% attendance in the form of a letter. When we created **Persona** we didn't continue this approach and wanted to take some time to think about a recognition scheme for good attendance which would work for the organisation.

Sickness figures during the early part of 2016 gradually started to reduce in terms of the number of days lost due to sickness absence. From June 2016 this started to increase again. However although sickness as an organisation remains high there are a good number of staff who have not had any time off work and we wanted to find a new way to recognise this.

Via the **Employee Forum** and **Shop Steward Group** we have asked for feedback from staff on ways in which we could recognise 100% attendance of staff. From this proposals were developed and an agreement has now been made to introduce the following scheme to recognise 100% attendance of staff

On a monthly basis, staff who have achieved 100% attendance in the previous 12 months will be entered into a prize draw to win **£100 of vouchers**.

For example in January 2017 a draw will take place which will include any member of staff who had 100% attendance between 1 Jan 16 and 31 Dec 16. In February 2017 the draw will be for staff who have had 100% attendance between 1 Feb 16 and 31 Jan 17.

The draw will take place during the monthly **Board** meeting and the member of staff who is drawn each month will be presented with vouchers by a member of Persona's leadership team.

Look out for next months newsletter where details of the first draw will be provided.

As the saying goes... You have to be in it to win it...

We hope that this scheme provides some recognition for staff who do achieve 100% attendance and also helps to improve attendance overall. If it does achieve this then we will look to continue and develop the recognition scheme in the future.

## Congratulations...

In October 2016 Melanie Quilton resigned from her post as Staff Director. The Employee Forum met in November 2016 and nominated Laura Wolstenholme as the new Staff Director—**Congratulations Laura!!** Laura will represent staff at Board on a monthly basis and report to Board about the activity of the Employee Forum. Look out for more information about what the Employee Forum will be involved in during 2017 in future editions of the Newsletter or on the staff Intranet.





**Lorraine Higham**  
**Care Assistant**  
**Employee of the Year 2016**

<b>Question</b>	<b>Answer</b>
<b>What do you enjoy about working for Persona?</b>	I love my job and love the feeling that I am making a difference to customer's lives. I enjoy being part of a team.
<b>What's your greatest extravagance?</b>	Holidays
<b>Favourite place?</b>	Las Vegas , Menorca & Canada
<b>What makes you angry?</b>	People who jump the queue, especially when I'm waiting for a bus and people push in!
<b>Who/ what makes you laugh?</b>	Michael Macintyre
<b>Favourite film?</b>	Without a doubt Grease
<b>Your most embarrassing moment?</b>	When I was a child, I was caught having a wee behind a car!
<b>Favourite singer / band?</b>	Celine Dion, U2 & Genesis
<b>Life at home / hobbies?</b>	Concerts/gigs, going to the Theatre, Dining out, Cycling. I am a campanologist (Bell ringer) at Bury and Radcliffe Parish church.
<b>Favourite food and drink?</b>	Italian, Indian & Chinese and lots of wine!!!
<b>Who would you want to be on a desert island with, and why?</b>	Apart from my hubby, Richard Gere for obvious reasons!!!

# Back Page News



Blade waiting for his Xmas dinner at **Spurr House**

21 January 2016 brings us **National Hugging Day**. This is an annual event dedicated to hugging so go on and give family and friends a great big HUG.



**HUG IT OUT.**

Persona would like to welcome the following **Casual Support Assistants** :

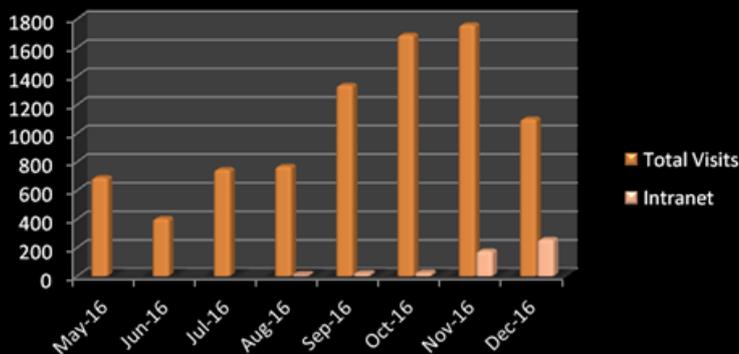
**Musrat Asghar**  
**Angella Bradley**  
**Adele Gardiner**  
**Nicholas Lindley**

**Ann Ludlow**  
**Michelle Makin**  
**Ann Weaver**  
**Jessica Woods**

**Top page hits on the website continue to be:**

- **Jobs**
- **Who we are**
- **News and Events**

## Persona Hits website/intranet



## Make a change Simple changes = Satisfying Results

Follow this link for some really useful tips on how to make simple but satisfying changes and how to sustain these changes.

[http://www.fitnut.co.uk/fileadmin/content/Jan\\_17\\_Newsletter/Simple\\_changes\\_satisfying\\_results.pdf](http://www.fitnut.co.uk/fileadmin/content/Jan_17_Newsletter/Simple_changes_satisfying_results.pdf)



The team at **Grundy** completed work travel surveys provided by **Transport for Greater Manchester**. In return staff received personalised travel packs containing goodies and tips on how to save money and become healthier. The team were thrilled with their packs and look forward to working with **TFGM** in the future.



February brings us **National Heart month** from the **British Heart Foundation**. Watch out for more details about **National Wear Red Day** in the next edition of the **Newsletter.....**

**Breaking news!!**