

# PERSONA NEWS



We support people to live their best life

# Message from Kat



Happy 2023!! I hope you all enjoyed some time with family and friends over the festive period and had an opportunity at some point to get some rest and to re-energise. A massive thank you to everyone who has worked over that period to ensure that the people we support have a fabulous time – I know this is one of the sacrifices of working in services which operate 24/7 but I also want to reiterate how much that is appreciated.

We finished 2022 on a bit of a high with the removal of face masks in social care for the first time in nearly 3 years. The response to this was overwhelming. What a fabulous piece of news and when I came out on visits before Christmas it was clear to see how welcome this was and how much you were appreciating being able to go about your work with the masks off. The visits were an absolute delight too and it was lovely to meet so many of you enjoying your festive celebrations.



As we head in to 2023 we've got some challenges to face but lots of opportunities too. I want this to be a year where we really embrace those opportunities and make positive things happen. I know how challenging life in social care can feel at times and the social, political and economic context in which we work doesn't make things any easier, but we always have a choice. We can choose to be victims of tough circumstance or we can choose to live our **adaptable** and **enthusiastic** values to the full to tackle those things head on and turn them in to positives. When we face adversity we come up with some of our best solutions – necessity is the mother of invention. Let's approach 2023 with an open mind and a willingness to change the world – or at least our part of it!

**Kat**

## This month's highlights

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If you're reading this online, you can click for more information where you see this logo.


## CHAT WITH KAT

Got any questions you'd like to ask Kat? Once a month, Kat hosts a Teams call where you can ask her any questions you might have.

We'll discuss specific topics and the update will be published in that month's summary on the intranet after each session.

**If you have a question but cannot attend, please send it to [info@personasupport.org](mailto:info@personasupport.org) to be shared at the chat.**

**Next meeting: Tuesday 24th January at 11:30am**

 To catch up on previous chats and for the meeting link, click <https://tinyurl.com/ChatwiKat>




## REFER A FRIEND

Our Refer A Friend bonus has been increased from a £50 voucher to a £250 voucher each for jobs advertised between 1st January until 31st March 2023!\*

If you know anyone who might be tempted by *New Year, New Job*, why not refer them to us and make the most of it while you can? They just need to mention your name on their application form and pass their probation period.

\*Criteria are slightly different for casual staff members and there is no part payment option if your friend leaves. There are more details on the intranet Refer a Friend page:

 <https://tinyurl.com/ReferAFriendP>.

## RUNNING FOR BURY

Congratulations to everyone who took part in the 2022 Bury 10K.

Thank you for taking the time to complete the race and for taking the opportunity to work all five ways of wellbeing into your life: **connect**, **be active**, **take notice**, **keep learning** and **give to others**.



Connect

Take Notice

Be Active

Keep Learning

Give to Others

## WINNER OF £2,000

We are pleased to support the not for profit initiative 'Made in Bury Business Draw'. For those who have signed up, the cost of a ticket is just £2 and is deducted from your pay. Each week a winning ticket is drawn and someone wins £2,000.

We recently had one lucky member of staff win the draw, our Head of People and Communications, Laura Wolstenholme!

Laura is going on a very exciting holiday to Dubai later on in 2023, so she plans to put the extra money towards this.



For more information, click here: <https://tinyurl.com/2m7xepn>



## LAST MONTH WE SAID...

### HELLO & WELCOME TO:

Matthew White - Support Worker

### GOODBYE & GOOD LUCK TO:

Kelly Edwards - Casual Support Worker  
Karen Wood - Casual Domestic Assistant  
Angela Driscoll - Care Assistant & Coach Escort  
Nicola Lowe - Shared Lives Worker & Wellbeing Assistant  
Jean Howarth - Support Worker  
John Talbot - Support Worker

## AWARDS EVENING

Workforce Development Officer, Sue Partington, recently attended an awards evening for Casual Admin Assistant, Conor Marsden.

Connor joined Persona in September 2022 and said 'being employed at Persona is amazing. I have great support from staff and from Bury EST that makes work exciting and fulfilling. I love it. I love going to work everyday!'

Bury EST are a supported employment service offering advice, support and practical assistance to people living with a disability.

Sue said 'I'm very impressed by the support Bury EST gave Conor. The work done supporting people back into employment is outstanding'.



## PERSONA THEMED QUARTER

### A Look Back on 2022

We started 2022 looking at Continence and Incontinence Support to ensure people get the right support at the right time, whilst maintaining their dignity and comfort and remaining as independent as possible.

We also welcomed two new Continence and Incontinence Support Champions: Sue Stockman and Clare Ford.



We then began looking at Dementia Support to ensure we know how to support people living with dementia, so they can continue to be independent and also to help ourselves and the people around us to turn our understanding into action.

To create a safe environment for people we support who are living with dementia, we made changes to Pinfold Suite's garden. We explored the benefits of aromatherapy and were able to hear Laura's experience with the diagnosis of her dad.

Moving onto Cancer Awareness, we learnt about the things you can do to help prevent cancer or allow for early detection.

Many people across Persona fundraised for cancer charities and raised over £1,100 in total!

Members of staff also bravely came forward to tell us of their experiences with cancer.



Our final topic of focus this year was Activities, where we encouraged people we support to be more involved in activities in order to enhance their self-esteem and wellbeing. We organised a Poppy Competition, Danceathon and a Carol Concert.

Grundy Hub won the Poppy Competition and received a £25 prize towards their service's amenity fund.

Click here to read more about our 2022 Themed Quarters:

 <https://tinyurl.com/ThemedQuart>

## Christmas Trees

Every service puts up fantastic Christmas trees every year and our Christmas tree competition is one way we can all share in everyone's creativity and hard work, and get into the festive spirit!

Thank you to everyone who entered this year; as ever, your creations are amazing and we know how much pleasure everyone gets from seeing them!

Winner  
by  
Facebook  
vote



**Hoyles Community  
Centre**



Hoyles said 'our tree was donated and the decorations were made, borrowed and up-cycled. We think it's quite fitting in today's climate to be resourceful and right on track to help reduce our carbon footprint'. This fits perfectly with Persona's current work to understand and reduce our carbon footprint as an organisation.



**Judge's  
Winner Elton Community Centre**





Woodbury Short Stay

The Elms have had a true 'co-production' Christmas! Lisa from The Elms told us 'It's been a fantastic person-centred experience. People we support wrote ideas and they were put into a hat. The star was picked out. It is just a normal Christmas tree that has been shaped into a star, and beautifully decorated by the people we support!'



The Elms Community Centre



Supported Living



Escape



Escape



## Wealth & Wellbeing

The definition of wealth is 'an abundance of valuable possessions or money'. Your health & wellbeing is your most valuable possession and it can be severely affected by your financial situation. Times are tough, and January can be a difficult month for our pockets in any year.

In our recent FlexEarn survey, some of you told us that you didn't know about the **financial support available to you on the Wellbeing Hub**. You also said that you would find budgeting advice useful.

### Take a look at what's on offer to Persona staff:

#### Staff Benefits

Find the full list of **discounts and offers** here

🔗 <https://tinyurl.com/StaffBenefitsP> which include:

**BEESMART** - Manchester Credit Union Christmas saver, savings plans & loans 🔗 <https://tinyurl.com/BeeSmartP>

**Flexearn** - access to your pay before payday (contracted staff only. Terms apply & there's a £1.50 fee on every withdrawal) 🔗 <https://tinyurl.com/FlexEarnP>



#### Wellbeing Hub Resources

On the **Help With Your Finances** page you'll find:

**-advice** on handling money worries & keeping your finances healthy  
**-links** to

- Cost of Living pages, updated regularly with tips shared by you 🔗 <https://tinyurl.com/CostLivingHelp>
- 6 different support organisations, including PAM Assist
- budgeting courses (when available)

Click here to explore these 🔗 <https://tinyurl.com/WBFinancialHelp>

#### \*Budget help for you

PAM Assist **podcasts & articles** (search 'finance' in Media).

**Chat** with an advisor by phone or message/email.

🔗 <https://tinyurl.com/EAP-PAM-P>

BALC **courses** - Keep Calm & Budget (start early 2023).

🔗 <https://tinyurl.com/WBCourses>



## Feeling stressed or anxious about anything in your life?

Whether it's money, relationships, work or anything else, our **Manage Stress Topic Page** will signpost you to lots of helpful pages on the hub, including people to talk to & small steps you can take yourself. 🔗 <https://tinyurl.com/PWBStressTP>

## Would you like to do more for your wellbeing, but can't afford it?



You might have access to more than you realise.

This is how Persona invests in your wellbeing:



**#WellbeingWednesday Weekly Sessions** on Teams - stretches, breathing techniques & meditation or visualisation with monthly themes. January & February are focussing on peace & love.

Your price: FREE

Your saving: £6-8 per session [🔗https://tinyurl.com/WBSessionsP](https://tinyurl.com/WBSessionsP)

**PAM Assist** - wellbeing app & website with courses, articles, 24/7 support, counselling, mood checker & more. [🔗https://tinyurl.com/EAP-PAM-P](https://tinyurl.com/EAP-PAM-P)

Your price: FREE

Your saving: £10+ per month for a wellbeing app. Counselling sessions £40-£150 per hour & more.

**Medicash** (only for staff on Persona Wellbeing contracts) - personalised advice via the Phio physio app, talk to a GP, claim back health expenses with your regular practitioner plus more.

Your price: FREE

Your saving: Physio appointment £40-£70 per session. Private GP consultation £130 per hour.

Also claim back dental and optical expenses & more. [🔗https://tinyurl.com/MediCashP](https://tinyurl.com/MediCashP)

Your **Wellbeing Hub** - built & maintained by us & by you, with monthly updates sent directly to you. All the services listed are free, confidential & external, but we've taken time to find & maintain links to the best resources & most trusted organisations so you don't have to.

Your price: FREE

Your saving: priceless 😊 [🔗https://tinyurl.com/WBHubP](https://tinyurl.com/WBHubP)

(These average savings are based on current prices for similar services found online, December 2022.)



### Wellbeing Hub News

We've added a **NEW** area - Wellbeing Hub Highlights - to the **How it Works** page [🔗https://tinyurl.com/WBHubHow](https://tinyurl.com/WBHubHow) & to the **Wellbeing Update** page [🔗https://tinyurl.com/HWBUpdate](https://tinyurl.com/HWBUpdate), so you can read the pages we've covered in each month's update easily. You'll keep getting the monthly update by email & text too.

### Want to try something new & inspiring for 2023?

Free wellbeing courses start at Bury Adult Learning Centre as early as 10th January, so take a look now - baking, art, good mood food, men only Curry & Chat, budgeting plus lots more - keep learning, connect & have fun! [🔗https://tinyurl.com/WBCourses](https://tinyurl.com/WBCourses)

#WellbeingWednesday sessions are in your own time. We know not everyone can make 1.30pm, so there are also on demand sessions available.

If you'd like sessions to be at a different time or day, let us know.

It's great to see so many staff being recognised for living our values.

Here's a selection of this month's High Fives - congratulations to everyone!



## Respectful

### Nicola Williams

Thanks for accommodating me for the recent reviews for the people I support, it was great to have your input and has led to some ideas and plans we can go forward with for one person in particular. It is always a pleasure to visit The Elms, it is such a happy and welcoming environment, the smiles of the people who attend tell you this far better than I can - my thanks to all the team.

## Enthusiastic

### Stephanie Robinson

I want to thank Steph for her support to both people we support and new staff recently. Steph has been happy to help and her **enthusiasm** has made a real difference to everyone. This is really appreciated. Thanks again.

## Adaptable

### Samuel Guider

Thank you for going above and beyond to get The Green open and to support the wreath making today. You are so accommodating to ensure that the show goes on.

### Donna Bent

Thanks Donna for always stepping up and offering to help me at The Green - opening and closing and just generally helping me out when training is taking place. I appreciate all your help more than you know!

## Caring

### Nicola Depledge

I want to thank Nicola for her support recently. Her immediate response to a work related issue, her support and reflective practice discussion were excellent. I really appreciate this Nicola and want to say thank you for **caring** for both me and the people we support.

### Susan Ainsworth and Kay Darchicourt

Just wanted to say a huge thank you for being so **caring**, going above and beyond for not only the people we support at 69 Fir St, but for their family members during a very difficult time.



*Respite*

*Long Term*

*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**

**<https://personasupport.org/bury-shared-lives>  
or call 0161 253 7211**

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

Connect

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Others

## Mixing a Birthday with Elf Day

Grundy Hub had a mix of celebrations enjoying both Hilda's 90th Birthday and Elf Day dressing up in their best Elf outfits.

Hilda received a beautiful bouquet of flowers and a lovely chocolate cake from the team.



## Making Christmas Wreaths

As part of our Social Spaces scheme, Audacious Church organised a Christmas Wreath Making session for people at Grundy Hub, in return for the use of our community spaces.

As you can see from the pictures, everyone really enjoyed the activity.



## Shared Lives Changes Lives

Six months ago, Nicola went to our annual staff workshops, where Mo and Diane from Shared Lives talked about the scheme and how people can become carers. Or as Nicola says, the team 'did a fantastic talk which had me crying and wanting to know more'.

'They wanted someone to work alongside them; I jumped at the chance and got the job. The support and training I got was out of this world and I got to meet some amazing people - Kat Sowden, Ewan King from Shared Lives Plus, carers and people we support. I was welcomed into carers' homes and even after working in social care for over 20 years it was so different - Shared Lives is very person centred, personal and about welcoming people into families.

Thanks to Mo and Diane I know so much more about it and working with them has opened the door to me moving full time to Shared Lives PossAbilities, which is a dream come true. If only everyone could see the amazing work Mo and Diane do behind closed doors - it's unreal and I honestly cannot thank them enough.' Good luck, Nicola!



## World Cup Display



Everyone at Ramsbottom Centre really got into the spirit of the tournament in this year's World Cup, decorating the walls and display board with some amazing drawings of world flags, footballs and football shirts they had created!



## Getting into the Christmas Spirit

In recent Supported Living Service Committee meetings, the most asked about question was 'When can we have our Christmas party again?'

Gill in particular has been very proud that she has been a part of making this happen.

Once the date of the party was confirmed, the search was on for a venue and then to sort the food and raffle prizes - the important things!

Connor from Queensberry kindly agreed to be the DJ for the night and did a fantastic job at keeping everyone on the dance floor!

They even had a Christmas Jumper Competition which was judged by Gill. She chose Leah from Queensberry as the winner, who won a chocolate hamper.

Everyone really enjoyed the party and were happy to meet up with their friends again.

For more pictures, turn to Snapshot on pages 16 and 17.



## Christmas Treats at Queensberry Day Centre

Over at Queensberry Day Centre, they decided to have afternoon tea over the course of two days instead of a traditional turkey dinner - what a treat!

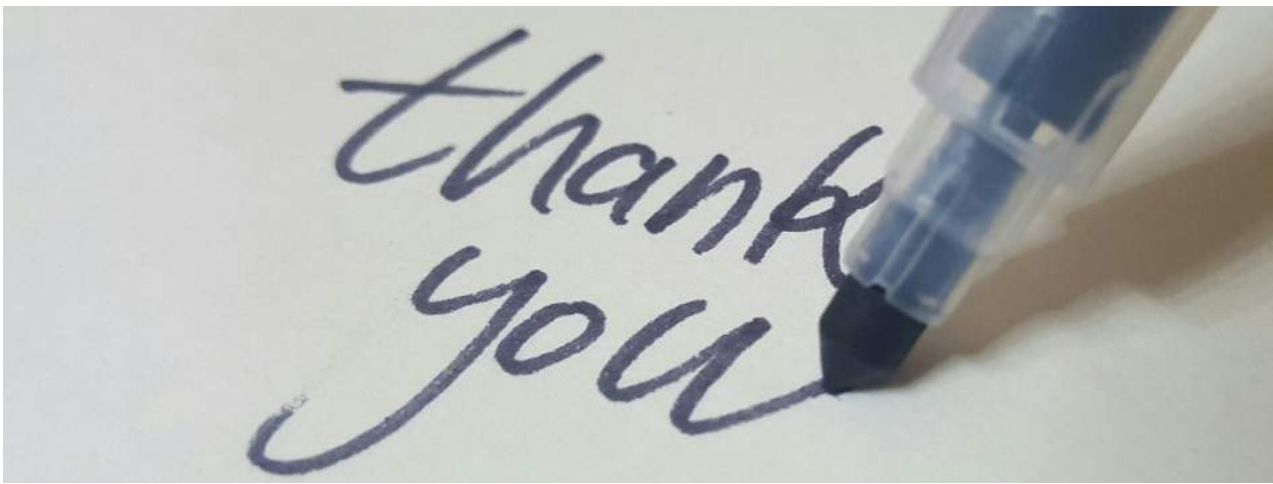
People we support made a big, beautiful Christmas display with lots to look at, including a mischievous mouse, a Christmas Tree with lots of presents, and a big fireplace with an elf sat on it!



## Thank You Woodbury

Eric's\* mum suddenly became unwell so he had to stay at our short stay service, Woodbury. When the time came to go home, his mum rang Woodbury to say a massive thank you with praise for the staff, as she could tell just how well he had been cared for during his stay. She said she could tell how well he had enjoyed his time with us and was grateful that everything he had brought with him came back home in perfect condition, making things much easier for her.

***Well done Woodbury!***



\*The names in this have been changed to protect people's identities.



Christmas came early for people we support at Elmhurst as they had some very special visits! The first visit was from Austin, Mylie, Jack, Emmanuel and Eva, students at St Michaels' RC Primary School, and they came bearing gifts. They had made Christmas cakes for all the staff and people we support to enjoy and added personalised messages to each along with icing and wrapped them up nicely.

Then Unsworth Primary School and nursery came to sing a variety of Christmas songs, spreading Christmas cheer to all.

## Christmas Came Early








## *International Day of Acceptance*




International Day of Acceptance is all about celebrating who you are as a person and about living life to the fullest no matter what you can or cannot do! The day has been set up by 3E Love, whose ethos is devotion, equality, respect and understanding which can be adopted and appreciated by people of all disabilities.


The day is celebrated to raise awareness of people feeling empowered to make a difference in the world and having a voice in society.

Everyone has a different journey and at Persona we are pleased to have our Your Voice Committee bringing people we support at the heart of our organisation, sharing their views and feeding back to help us make improvements and develop to be fit for the future.

If you'd like to learn more about International Day of Acceptance, click here:  <https://www.3elove.com/>

To find out about how the people we support have a voice, click here:  <https://tinyurl.com/YourVoiceP>



If you'd like to read about the people we support and their journeys, take a look here:  <https://tinyurl.com/PersonaStories>

Visit the intranet page for further reading

 <https://tinyurl.com/CulturCalendar>

## Highlights of 2022

### Last year we saw...



The creation of our Your Voice committees - creating a space for people we support to engage and help us understand how we can improve as an organisation.

This was introduced as part of our co-production strategy to encourage both staff and people we support to have their say in the things that matter.



We also turned our attention to the wider social impact we can have as part of Bury's *Let's Do It* strategy. As well as delivering on our core business of supporting people to live their best lives, we began to focus on how we can collaborate and be an active partner in making Bury a better place to live.

We have focussed on 3 main areas in 2022;

#### **Inclusion:**

We developed an inclusion strategy to help us understand how inclusive we are as an employer and ways we can become more inclusive to create a safe place for everyone.

Also, we've shifted our focus to removing the barriers to employment, to ensure our recruitment processes are accessible and inclusive.

#### **Carbon Impact:**

As a large employer and service provider, we want to reduce our footprint and understand which factors have the biggest carbon impact.

To begin with, we took part in a carbon assessment then developed a carbon reduction plan to help us start addressing this.

#### **Supporting the Wider Community:**

We launched our Social Spaces initiative which is about us helping other organisations and them helping us in return, all in order to benefit the wider community.

We've seen different groups use venues such as The Elms, Elton and Sunnybank to deliver a range of community activities and then offering us something in return, making our activities programme more vibrant and varied for people we support.

 **Social Spaces**

To find out more about what we got up to in 2022, you can read our brochure here: <https://tinyurl.com/PersonaAGM2022>

Staff can find out more about the AGM here:

<https://tinyurl.com/2p8pw55x>

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# BACK PAGE NEWS

## Find the Robin competition

In our last newsletter, we hid a little Robin and asked you to find it for a chance to win a bottle of fizz! We hid it on page 16 in the window of the top photo.

Thank you for all your entries and well done to those of you who found it!

The winner of the bottle of fizz is...

**Jane Chapman**

Jane has been contacted and will soon be getting her prize.



## Changes to our Newsletter Frequency

Our newsletter is changing from a monthly edition to quarterly updates.

This means you can expect to see updates from us in April, July and October 2023.

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These are the #FiveWaysToWellbeing, approved by the NHS, that remind us how to keep well. You'll see them throughout each newsletter, to celebrate how people are living their best life.

If you'd like to share a story, photos, or an idea,  
please email us at [info@personasupport.org](mailto:info@personasupport.org)

## We support people to #LiveTheirBestLife

Follow us on social media:



@PersonaBury



Persona Care and Support



@personabury



@personacareandsupport



Persona Care and Support

Visit our website [www.personasupport.org](http://www.personasupport.org)