

We support people to live their best life

Message from Kat



Isn't New Year a strange thing? I've never given it too much thought before but this year my girls were curious and asking the sorts of questions that kids ask that really make you think. "But Mummy, what happens when midnight comes?". They are too young to stay up for New Year so it's a huge mystery for them and I sense that when they do reach an age where they can they will be in for a massive disappointment!! Because what does happen at midnight? Absolutely nothing!! One day ends and the next one starts - just like every other day of the year! The only difference is that

the day starting is the first day of the first month of a year, and as such we have attached to it some strange significance. We commit to doing all sorts of things on the basis that it is a new year; getting fit, eating more healthily, connecting up with people we haven't seen in ages...

You name it there are resolutions galore - often related to improving our wellbeing in some way.



It is a fabulous motivator as it gives us a reason to get on

and do something we may have been putting off. The slight downside to that is that if we don't follow that through and manage to make a sustainable change we might be tempted to write off the rest of the year - waiting for the next new year to try again. When you think about it, New Year is just a concept; something we have constructed ourselves. Therefore, we can change the rules. New Year implies making radical changes every 12 months - revolution! Yet what many of us cope better with our smaller changes - nudges in direction which we can build on over time once we've embedded a new habit. Evolution rather than revolution - its less drastic and more sustainable.

So with a new year firmly underway, what nudges can you make to help you and the people around you thrive? Maybe they are a series of things that you can spread over the year with seasonal or monthly goals. Having goals gives us purpose and a challenge to pursue. We might not always achieve everything we set out to, but we will learn about ourselves along the way and before you know it you can look back and see how far you've come simply by taking a series of smaller steps.

This month's highlights



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STAFF NEWS

PERSONA BAKE OFF

Persona Bake Off will take place on Wednesday 27th March at 11:30am (tbc) with an Easter theme and will be held at The Elms.

At a recent Persona Your Voice meeting, we provided two options:

Option 1 - Persona run the bake off as usual

Option 2 - Persona Your Voice run the bake off and decide on the date, time, venue and who the judges will be

Option 1 had the most votes.

Keep your eyes peeled for more information over the coming weeks.





REFER A FRIEND

Know someone who'd be a match with Persona?
Why not refer them to us? If they're appointed and pass their probation, you'll both be rewarded with a £250 voucher!*

They just need to mention your name on their application form.

So next time you see a vacancy, why not refer a friend?

*Criteria is 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.

AMBASSADORS UPDATE

Our ambassadors have been super busy these past months! Whether that's visiting services or delivering presentations at our recent Annual General Meeting, each ambassador has been progressing within their roles.

Want to read more about what our ambassadors have been up to?

Check out their blogs monthly here: http://tinyurl.com/PersonaNews











STAFF NEWS

Annual General Meeting 2023

Our 2023 AGM was another success!

We kicked things off with a warm welcome from Tony Hunter, chair of the board, and were then treated to a glowing review from Adrian Cook, director of Adult Social Services and Community Commissioning, who couldn't stop singing our praises and who also encouraged everyone to keep sharing their fantastic case studies with our Communications Team. He was especially impressed with our Short Stay team, Supported Living teams, and Workforce team,

and he said a massive thanks to all for their hard work over the year.

Next up was Kat Sowden, managing director, who echoed these praises before introducing The Elms drama group. They treated us to a fabulous rendition of Oliver Twist! And as if that wasn't enough, we also got to enjoy a brilliant Sing-and-Sign performance of "Merry Christmas Everyone."





We then had presentations from -

- Supported Living
- Learning Disability Day Service
- Persona Your Voice

Breaking for some lunch, before diving into the rest of our jam-packed schedule and hearing from:

- Shared Lives
- Older People & Extra Care
- Short Stay
- Ageing in Place
- Staff Your Voice









Christmas Competition Winners

Congratulations to everyone who took part in this year's Christmas competition, our judge Tony Hunter, Chair of Persona's Board, had a very tough time choosing his favourite!

The results were...





The Elms Community Centre

Bolton Road Community Centre





Tony had this to say about the competition:

Wow! I was incredibly impressed and moved by the originality, energy and effort that has gone into all the entries. Selecting a winner and runner up has been so difficult and taken ages!

As runner up I chose Elton. This entry is imaginative, pretty and detailed - and I just couldn't stop looking at it!

And in first place I chose The Elms. Father Christmas and his reindeer, and the silver tree, are constructed so cleverly and beautifully!

But again, well done everyone - you're all winners!

We received entries from:

Hoyles Community Centre | Bolton Road Community Centre | Elmhurst Short Stay |
The Victoria Centre | Elton Community Centre | Grundy Hub | The Elms Community Centre |
Escape | The Ramsbottom Centre

Stop Germs Spreading & Stay Well

The simplest way to keep well is to follow some easy steps and encourage the people around you to do the same.

Do

- wash your hands with warm water and soap
- **cover** your nose and mouth when you cough or sneeze use a tissue or the crook of your elbow to keep your hands clean
- bin used tissues
- **clean** surfaces regularly including door handles, remote controls, phones, tablets and counter tops
- **look after** your immune system with more fruit and veg, lean protein, rest, exercise and less caffeine and alcohol
- if you're really worried about getting ill, wear a face mask

Don't

- · share towels, cups or cutlery
- · touch your eyes or nose

Find more detail and handwashing videos here http://tinyurl.com/StopGermsP



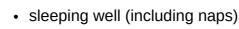


Wellbeing for Night Workers

We recognise that shift work has an impact on your wellbeing; thank you to everyone who took part in our survey. Although it can become a way of life for some people, most of the wellbeing concerns you raised about the risks of night working were around a lack of or disturbed sleep, which you worry can affect your life and relationships outside of work and cause long term health issues.

We've created a new Wellbeing for Night Workers page

http://tinyurl.com/NightWorkWB and hope the information there
helps. It includes your own tips, plus suggestions to protect your
health by planning ahead and focussing on these areas:



- · stress levels & general mental wellbeing
- heart & circulation
- · gut health
- staying alert at work

You can download or print the tips to use any time you need them.

We'll be looking more at night working this year, so if you'd like to be involved in the committee meetings, email PersonaH&S@personasupport.org.



To browse all the hub pages we've mentioned in this update, visit the intranet Wellbeing Update & scroll down (updated monthly).

Connect to Feel Better



There are two events coming up to inspire you to chat this winter:

15th January is **Brew Monday** https://timetotalkday.co.uk/ & 1st February is **Time to Talk Day**. http://tinyurl.com/42kerkey

Why not see if you can make time to talk in your service and perhaps Give to Others too, by raising money for the Samaritans with **Brew Monday?**

It can be hard to start a conversation when you know someone's struggling.

Here are some tips which you can also download from the hub here Nttps://tinyurl.com/HWBupdate

New Year Savings January can be gloomy if you've got extra bills coming in. Did you know that as a staff member, you can open a Christmas Saver account with BEESMART or take out an affordable loans. MediCash* can save you money on health bills and shopping and FlexEarn* can give you a different way to use your pay. Find all these, plus more tips and staff benefits on this intranet page A https://tinyurl.com/CostLivingHelp.

Be More Zen

Bury Live Well

Beat the winter blues with a relaxing Zen Room therapy. There are four to choose from and the cost will even be covered if you have MediCash*. For full details and how to book, follow the link: https://tinyurl.com/ZenRoomP





Menopause Support in Bury

are running monthly sessions at Castle Leisure Centre until March and will cover things like HRT, bone health, nutrition, sleep and coping strategies. More details here: National MenoGroups

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

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



All the staff at The Elms

Respectful

I'd like to recognise the team at The Elms for welcoming one of our carers and a person we support to their weekly music sessions. The carer describes how they are given such a warm welcome when they arrive and everybody remembers their names. The person we support is living with dementia and they really come alive and are transformed by the music and dance. It is a really special time for them both.

Megan Warrington

Enthusiastic

Meg has absolutely smashed it in her new role. She's a very fast learner and has **adapted** to entirely new systems with speed and **enthusiasm**. She's showing a great deal of pride in her role, and completes her work with care. She's **adapted** to working without direct supervision much sooner than expected and has demonstrated that she is trustworthy and dependable. No task is too much trouble, and she anticipates the need to complete tasks before being asked.

Zoe Brady

Adaptable

We have made a number of changes over the last few months to improve and ensure that the recruitment process is as efficient and effective as possible, this has meant that Zoe has had to really look at her own processes and to **adapt** to the new way of working, she has engaged well with the need to change and her adaptability has meant that we are now beginning to see great results.

Alison Chappell

Caring

Alison meets all the Persona values. Ali is always on hand whenever you need her for anything. Ali is extremely **caring** towards people we support and her staff. Ali is always practical and thinks out of the box. Ali values her staff and always provides positive feedback. I cannot praise Ali high enough. Huge thanks Ali from your team at Walmersley Road.

Kim Burke

Honest

I'd like to say THANK YOU to Kim for helping me out one day this week. I was worried about my workload one particular day as I felt I had many things that needed to take priority. Kim came to the rescue and spent a full morning with me and picked up a mountain of jobs and got everything done. Not only did this ensure that everything got done that needed to be done but it also took the weight off my mind knowing that I wasn't going to get behind. Thanks Kim, you're a star!

Living the Values - Above and Beyond

This quarter's winners of a £50 gift voucher of their choice were...



Fiona Parmanand Enthusiastic



Jayden Siggery Enthusiastic



Kim Taylor Enthusiastic



Rebecca Winterburn Enthusiastic



Get Social Team Enthusiastic



Margaret Grainge Adaptable



Mike Moore Adaptable



Faye Clifford Caring



Anelen Pickford Caring



Lisa Edwards
Caring



Jill Rhoden Caring



Queensberry Team*

*Staff from Queensberry received so many High 5s, we decided the team as a whole deserved to win

COMPLIMENTS

I would like to say a big THANK YOU for making a wonderful day for Sheila and all of us who are close to her. I appreciate the hard work and thought put into the preparation by you all. Well done it was great. PS My daughter would also like to thank you for arranging her vegetarian meal – it was way above her expectations and very enjoyable.

Having attended a 100th Birthday for Sheila, I would like to express my thanks for everything you did to make Sheila's birthday a special occasion. The birthday spread and cake were all really good and something for every taste. Thank you for the care shown to Sheila and all the other residents who I am sure enjoyed the occasion and the entertainment. Thank you for a lovely afternoon.



I've stayed in many respite places and hated them — I asked not to be sent to any more. I can't remember how I found out about Elmhurst but the kindness, lovingness, goodness, care and help of everyone there is phenomenal — I don't want to go home. They help me have a shower and get dressed and don't make me feel embarrassed. Nothing's too much trouble — they really run around to make sure you've got everything you need.

Learning Disabilities

Day Service

Thanks Diane for coming today. You put Persona's policy on the document we discussed and you did that amicably. You remained calm and in control. I was most impressed. You all work very hard and you do your utmost if people are anxious about anything.

Thank you, William

Just to say, both Lindsay and I were really impressed with the Hoyles day centre and the paperwork we saw, we really got a good sense of who PW and PM are as people, their likes/dislikes, and their quirks, thank you for supporting our visit.

Hoyles Community Centre







PERSONA THEMED QUARTER



To develop our understanding of dementia, one of our leading Dementia Support Champions, Anna, has created this quiz for us all to take part in: (check the back page for the answers)

- 1. How many people are currently living in the UK with dementia?
- 250,000 | 850,000 | 550,000
- 2. How many people under 65 years old are living with dementia in the UK? 42,000 | 27,000 | 54,000
- 3. By 2025 it's estimated there will be how many people living with dementia in the UK? 900,000 | 700,000 | 1000,000
- 4. What is the financial cost of dementia to the UK every year? £26 billion | £14 billion | £7 billion
- 5. How much do family and carers of people with dementia save the UK each year? £5 billion | £11 billion | £84 million

- 6. What is the percentage of people living in care homes who have a form of dementia? 50% | 75% | 64%
- 7. Dementia has been the leading cause of death in Britain for the last 10 years. True or False?
- 8. Name 3 different types of Dementia
- 9. Which of the following statements is true? Dementia is a natural part of ageing | Dementia is a progressive disease | Dementia affects everyone in the same way
- 10 Which of the following are symptoms of dementia?

Memory loss | Difficulty thinking and planning | Problems with language | Being confused about time or place | Visual perceptual difficulties | Mood changes or difficulties controlling emotions





People we support at Grundy Hub created some beautiful Forget-Me-Not flowers!





Upcoming Themed Quarter: Communications



Our next Themed Quarter will focus on Communications and is being lead by Mark Gilroy, operations manager for Supported Living, Julie Hawkins, deputy manager for Short Stay, and Nicola Depledge, deputy manager for Supported Living. The focus of the quarter will be to promote positive language.

To find out more, click here: A http://tinyurl.com/TQComms



Come and join our team

and make a difference to the lives of others

Do you know someone who is looking to change or start their career?

Then let them know we are recruiting to Support Workers.

It is a rewarding career and once they start they'll never look back!



Call us now on **0161 253 6135** to book an interview

#MadeWithCare















 Monday
 10.30 am - 2.30 pm

 Tuesday
 10.30 am - 2.30 pm

 Wednesday
 10.30 am - 2.30 pm

 Thursday
 10.30 am - 2.30 pm

 Friday
 11:00 am - 1:00 pm*

 Saturday
 8.30 am - 1.30 pm

 Sunday
 Closed

 Bank Holidays Closed

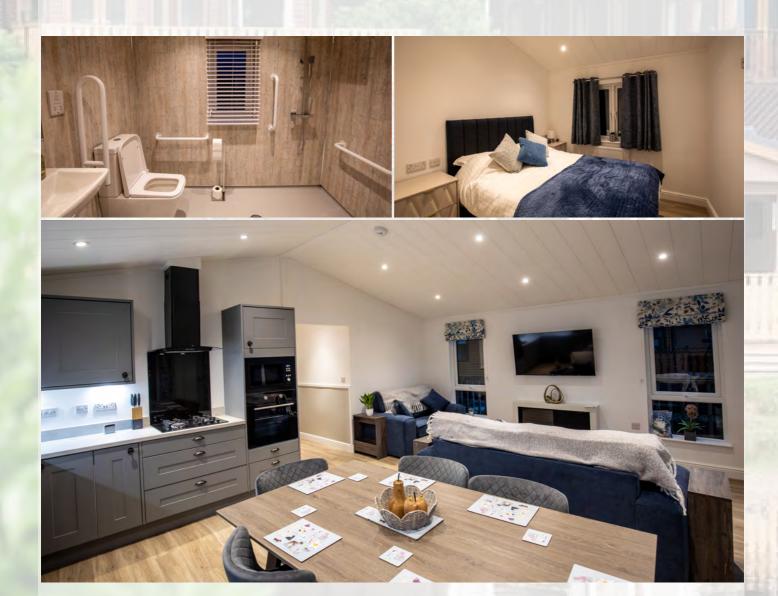
*drinks only - run by Audacious Church

For more details & sample menu follow: https://tinyurl.com/TheGreenCafe



REACH Retreat

Our holiday lodge has a new name and is open for bookings from February 2024!



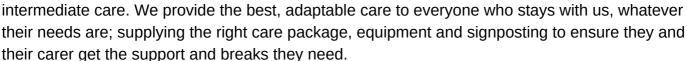
To book your stay, email info@personasupport.org with the dates you'd like & we'll let you know the availability & price of your stay

Intermediate Care (IMC) at Elmhurst

Our intermediate care (IMC) service now has been running at Elmhurst for six months and 39 people used the service between July and November 2023.

We work with a multidisciplinary team (MDT) of social workers and therapists, in partnership with Bury Council, to support people's self confidence so they can live as independently as possible. Therapists prescribe rehabilitation equipment like chair raisers or raised toilet seats and people can use our training stairs to practise strength and co ordination. Staff support people with their exercises between therapy sessions and we administer any medication before reducing to dosette boxes which people can use at home.

IMC support is different to our short stay service, where we know people will be going home to an environment that already works for them. While we support everyone to be as independent as possible, some people have long term conditions which won't improve in the same ways that can be rehabilitated with



Registered Manager, Ruth said 'The MDT is amazing. It's great to see people who come in quite poorly going home well and independent. Once equipment and therapy are in place, the team arranges home visits so everything's ready to support people's next steps after intermediate care and things happen quickly, so people aren't waiting for solutions. One gentleman was using a wheeled Zimmer frame when he came to us and now he's using a walking stick; someone else was unable to get out of bed when he arrived but he walked out of Elmhurst.

We've challenged people's perceptions of what we do; people aren't always happy about coming to Elmhurst so it's nice to win them over and hear their thanks when they leave intermediate care.



Staff have embraced the changes but the hardest thing is not 'over caring'. We're working closely with therapists to find the best way to equip people to go home more independently and we ask partners' advice on whether someone is better suited to us or another service. Future plans include installing a kitchenette where people can practise basic meal preparation and asking people in more detail what outcome they want when they arrive at Elmhurst, so we can track this better.' To read the full article, click here http://tinyurl.com/ElmhurstIMC



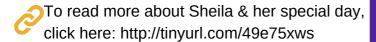
Turning 100

Sheila celebrated her 100th birthday with a huge party at Elmhurst Short Stay. Singing songs from the 50s and 60s, Divas in Denial provided the entertainment and afternoon tea was enjoyed by all, including the borough mayor, Sandra Walmsley.

The mayor said: "We are delighted to be here this

afternoon to celebrate Sheila's 100th birthday with you all. On behalf of the metropolitan borough of Bury, I want to wish you many happy returns and on behalf of the King, I'm presenting you with the birthday card from him."

Kim Taylor, activities coordinator, said: "This is the first 100th birthday we've done, the past three days have just been non-stop planning this party. This party was a complete surprise to her, she knew she was having a bit of a do but didn't know any of her friends were coming, but it's been nice, and all the hard work has paid off." Kim gave her thanks to Zara Cakes, which donated a cake, Divas in Denial, who entertained for free and all the staff at Elmhurst who helped in planning the party.



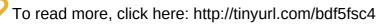
Helping our First Fusiliers one shoe box a time

Jill Rhoden, customer relations coordinator at Elmhurst, was inspired by her son Josh who is a First Fusilier, to create and send the Fusiliers as many goodie boxes as they could. Word spread fast about Elmhurst's goal between staff, people we support, their families and friends and donations came in thick and fast. We received donations from Radcliffe Thunder under 7's football club and Mr & Mrs Geredzi, who made a welcome donation of toiletries and playing cards.

The hardest part? Preparing the boxes... sorting each item by both size and weight to be sure they fitted in the box and didn't make it too heavy, wrapping the items then labelling them and finally, filling in customs declarations for each box. Thankfully, people we support stepped up and flew through the challenge of picking and packing the goodies.

In total, 20 goodie boxes were posted, and all included a handwritten message.

Mission accomplished - well done Elmhurst!!



















Patricia: Star Baker

Elmhurst have their very own star baker! Patricia led a baking session for all to enjoy. With a Christmas theme, there were Santa cupcakes and snowmen cookies.







Festive Feast

People we support in our Supported Living service got together to enjoy a Christmas meal!

All were in high Christmas spirits wearing their paper hats and beaming with huge smiles.



















Ramsbottom Crafts

Ramsbottom have been busy with 'a bunch' of activities such as name the elf and crafts.

People we support have been hard at work creating some beautiful Christmas decorations and the centre even created a new welcome sign! The sign has a picture of each person we support at Ramsbottom and says 'We are a grape bunch at The Ramsbottom Centre.'







Sunnybank's Gifts

Over at Sunnybank Day Service, they put a lot of thought into their Christmas gifts. In the weeks running up to Christmas, the service was like Santa's workshop as people we support were busy creating gift boxes for their friends and family.





That's not all the elves at Sunnybank have been up to...

they even made some fabulous looking Snowmen biscuits!!













Success for Alan

Alan lives at Peachment Place and has recently been on his first day out since moving in, since he had some social hours added to his care package.

He stayed local, and enjoyed a trip to the chippy before stopping off at Cuppaccino Bistro for a brew and chat with Siobhan, wellbeing assistant. After that, he headed back to his apartment and enjoyed his chippy lunch.

Alan is over the moon, very grateful and smiling from ear to ear.





Poetry Together

Grundy Hub received a wonderful visit from Derby High School as part of a Poetry Together challenge they are taking part in, to connect young and older people together through poetry.

Both pupils and people we support produced poems based on the theme 'happiness' and shared these with one another.











A Not So Silent Night

"It was our busiest to date!" said Angela Kelly, customer services officer.

Grundy Hub held their annual Christmas party and we hear it was a roaring success! Everyone enjoyed Carrs pasties and mulled wine, followed by a raffle and entertainment from Mike

Nield.

Everyone had a fantastic time.







Turning the Tables

Macc has developed his passion of DJ'ing into a business, and we were thrilled to have him DJ at our PersonAwards in 2023! When we spoke to him about it, he said:

'Shared Lives have helped me with my business in lots of ways - they spread the word and get me jobs at Persona events like the PersonAwards, the Shared Lives Macmillan coffee morning and I've got one soon at The Elms too. They help me move my equipment around when they can, too.

I enjoyed the PersonAwards, although it was a bit stressful because it was a new venue for me and then my speakers didn't work properly on the night. I've got someone coming to look at them soon though, and I was able to plug into the system at the Fusilier's Museum which was also really powerful! I got a whole book full of requests and people were enjoying the music until 11.30pm.



To read more about Macc and his DJ'ing, click here: http://tinyurl.com/yc7sk3aw













Embracing Diversity: Celebrating International Day of Acceptance

International Day of Acceptance is observed annually on January 20th and we thought this would be the perfect opportunity to shine light on some of the amazing things people we support have achieved.

Liz and Gill, who use a Supported Living service, have been volunteering for Jigsaw Social Group. Their roles involve helping fellow members during trips out by ensuring their needs are met.

Gill said she wanted to volunteer to get more experience and help fellow members when they need assistance.

Liz says 'It makes me happy, helping the members to stay safe and enjoy their activities. I get to see different places and do things I wouldn't normally do.'





To read more, click here: https://tinyurl.com/ycyw6t36



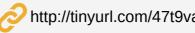
Back in 2020, Andrew weighed 21 stone. He wanted to change his lifestyle and reached out to ANSAR, a support agency that offers one-to-one support for health and fitness. Through introducing healthy options into his diet and turning his Wednesdays into walking days, Andrew has lost 6 stone!

Congratulations Andrew! To read more about Andrew's journey, click here: https://tinyurl.com/y6p2m8cr

Macc earned his Gold Duke of Edinburgh award back in 2022 and as a result, was invited down to Buckingham Palace for an award ceremony with Prince Edward.

He felt all of his hard work had paid off and says 'I feel amazing and proud of what I have achieved.'

Well done Macc! To read more, click here: A http://tinyurl.com/47t9vahe



Our Persona Your Voice Committee (PYVC) have taken a lead on finding the perfect holiday lodge location and designing the lodge to meet the needs of everyone. After discussing the design of the lodge with our willing group of volunteers, we made the key changes:

- ensuring both bathrooms are wet rooms
- ensuring one bedroom has a profiling bed
- replacing the two single beds in one of the rooms with a double bed
- adding a sofa bed in the living area
- · adding a large utility cupboard in the hallway that can house mobility equipment and if necessary, provide a parking space and charging point for electric mobility equipment

To read more about the lodge and the PYVC involvement, click here: Attp://tinyurl.com/bdzhv25r



SNAPSHOT

































SNAPSHOT

































Frundy Hub is my lifeline; I couldn't be without it. Get Social yave Grandad his life back winced that without it, he wouldn't have made it welcome and making for making me feel so welcome and making session a wonderful time at a wonderful time at a gave Grandad his ife back! I'm convince to 95! Thank you for making my feel so welcome and making hy life so happy. Grundy Hub is a godsend. First-class real well 1/1 in has a youler of time at the part of the pa

For people over 50 & people living with dementia



Find out more here
personasupport.org/grundy-hub
Call now on 0161 253 6555



Our latest technology: Sensio RoomMate

Technology is something that is a cornerstone of our strategy and we are always looking at where technology could add value or improve the services that we provide. Early in 2023, we received a suggestion from Louisa Marshall, senior carer at Elmhurst, to improve the nurse call system so staff can prioritise calls and have a better understanding of what each call is for.

This got us thinking and exploring what other systems could offer. We identified a system called Sensio RoomMate which offers the improved prioritisation and insights we were looking for, but also works to improve dignity through non-intrusive oversight and helps to prevent falls.



What is a RoomMate?

It is a sensor that alerts staff if someone we support falls or needs help. It will give staff prompt notification if something happens, even if a person is alone and unable to alert them us themselves.

How does it work?

The sensor can be tailored to each person to ensure they are in a safe environment at all times. Whether that's fall alerts to alerting if someone doesn't return from the toilet and many other situations that could cause harm. When an alert is triggered, a notification is sent to either a phone or tablet with an image of the room, the location, and a time stamp which be checked immediately. The image is anonymised so privacy is not violated and supervision is logged, but no images or videos are stored.

What next?

Throughout the start of 2024, we are trialling this system at Elmhurst, so keep your eyes peeled for some updates on our next steps.



UPCOMING EVENTS

Don't forget - The Green Community Café is now open!

15th January



Drama Club







1st February



Ageing in Place Wheels4All

Page 11 Dementia Quiz Answers:

1. B 850,00

2. A 42,000

3. C 1000.000

4. A £26 Billion

5. B £11 Billion

6. C 64%

7. True

8. Alzheimer's, Lewy Body, Vascular, Frontotemporal, Mixed Dementia 9. B Dementia is a progressive disease

10. All the above

Keep an eye out for more events being added and if you want more information about any of the above events, 💫 click here: https://tinyurl.com/EventsCalP











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

We support people to #LiveTheirBestLife

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Persona Care and Support

Visit our website www.personasupport.org