

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 couldn't write a welcome message for this edition of the newsletter without focussing on the fact that this week many of us will be doing something to celebrate the Platinum Jubilee. No doubt next months newsletter will feature a host of pictures of all of the fabulous things you've got up to and I really hope you thoroughly enjoy the opportunity to celebrate.

Some of you will be true royalists whilst others will be agnostic about the royal family. It's really interesting though how an event like the jubilee is able to unite so many of us in a common purpose. I guess it's like a world cup or any major sporting event – it brings us together around a common theme. What's fabulous about that is that we'll do things that we wouldn't ordinarily do. We'll find time to spend with friends and family that might not normally happen due to our normal routines and demands on our time.



It provides a purpose, something which is so important in all of our lives - that we have things that provide meaning and purpose to give us the motivation to live life and love life. It's been great seeing people planning for the jubilee when I've been out and about with teams. Some amazingly creative people are part of our services and those strengths have definitely been put to good use.

All of this is great for our wellbeing – connecting with others, looking forward to an event and putting our strengths and skills to good use.

They all make you feel good and give you an extra spring in your step. So whatever your plans are for the jubilee have a fabulous time celebrating it with the people you support, your friends and family.

Kat

This month's highlights

- | | |
|-----------------|------------------------|
| 3 - Recognition | 13 - Service News |
| 4 - Staff News | 16 - Snapshot |
| 9 - Compliments | 18 - Cultural Calendar |
| 10 - Wellbeing | 19 - Spotlight |



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

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!



Helen Yates and Robert Laing

Respectful

Thanks for a fantastic, well thought through piece of work. It was clear how much effort had gone in and it's given us a really good basis for deciding where we want to take things next and giving you the clarity and direction that you need. Well done.

Deborah Emery

Enthusiastic

Yesterday I was offering support where Debbie also offers support. Someone she supports told me he really appreciates the support Debbie offers him as it makes a big difference. He also told me Debbie works very hard and he always says thank you as it means so much to him. I wanted to say thank you Debbie for your hard work and let you know what a positive impact your work has on those you support.

Team at Queensberry

Adaptable

We were faced with an recent emergency which involved a lot of work and planning with very little time, this task was completed with positivity, **enthusiasm** and great communication between the people we support and each other. Thank you, your hard work and commitment does not go unnoticed.

Norma Milne

Caring

Thank you for always being patient when we all come knocking on the door, you always seem calm with a listening ear even when you are busy yourself, you still take time out, thank you.

Debra Roberts and Andrea Vining

Honest

Thank you for your very **honest** and positive feedback during your unannounced audit on Friday. It was lovely to see you so happy in your work and for taking the time to answer our questions, which you did a great job of answering. Keep up the great work.

CATHERINE TURNS 60

All of the team at Peachment wished Catherine a very happy birthday as she celebrates turning 60 years young!

She was treated to a lovely bottle of perfume and an even bigger bottle of prosecco! You can see how happy this made her by the huge smile it brought to her face.

Happy Birthday Catherine!



ANNOUNCEMENTS

HELLO & WELCOME

Rose Taylor - Systems & Projects Officer

GOODBYE & GOOD LUCK

Ann Thomason - Domestic Assistant

Anne-Marie Davies - Shared Lives Worker/
Kick Start Project Co-Ordinator

Nadia Malahi - Kick Start Admin & Customer
Services Assistant

Edith Odin - Casual Support Worker

CHAT WITH KAT

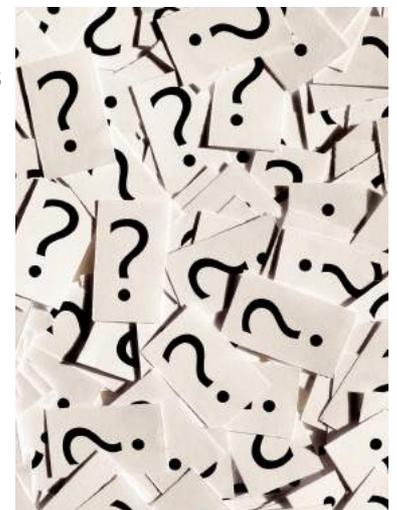
Once a month Kat hosts a Teams call so you can ask her any questions you have.

If you are unable attend, please send your question(s) in to info@personasupport.org so we can pass them on.

Specific topics will be discussed and after each discussion the answers will be published in that month's summary on our intranet.

Next meeting: Tuesday 28th June at 11:30AM

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



CURRENT VACANCIES

We currently have several new vacancies which have just gone live!

They include roles within our Head Office and opportunities to join our amazing front line staff in the care of the people we support.

If you are a **respectful**, **enthusiastic**, **adaptable**, **caring** and **honest** person, then you'll fit right in!

 If you're interested in joining our teams or know someone who is, please click here to be taken to our vacancies page: <https://tinyurl.com/PersonaVacancies>

 If you already work for Persona, check out our internal vacancies page here: <https://tinyurl.com/InternalJobsP>



REFER A FRIEND

Do you know someone perfect for Persona?

Why not refer them a friend? If they're appointed and pass their probation, you'll both be rewarded with a £50 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.



 Click here for more information: <https://tinyurl.com/ReferAFriendP>

STUDENTS PLACEMENT

During April, we welcomed 6 students from Bury College who are currently studying a T-level in Health Adult Nursing, who are starting their careers within health and social care.

Students were supported by teams across Persona and had the opportunity to put some of their current learning into practice but also to learn aspects of what it is like to work in social care including using a hoist, using thickener and different ways of communication.

All students really enjoyed their placements and would have loved to stay for longer. We look forward to offering future placements for students in the future.



SAVE THE DATE!



Person Awards ²⁰²² Celebrating excellence

&

Celebration Day

are back for 2022 on
Thursday 6th October

and will be a mix of the
best bits of past events
with some brand new
twists.

More details coming soon.



Persona
We're all about you



PERSONA THEMED QUARTER

This year's theme for Dementia Awareness Week was diagnosis and Laura kindly shared her experience of the Dementia diagnosis of her dad:

"What we needed was support from the minute I had concerns; people to talk to who had been through something similar and finding somewhere where my dad could be safe when I couldn't be there for him.

At the time I didn't know where to go, but now I know about Grundy Hub, with their knowledge of Dementia care as well as advice and support for relatives and carers of people living with Dementia."



 To read more on Laura's story or for advice with Dementia, click here: <https://tinyurl.com/3cpkcr2>

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

1. How many people over the age of 65 will develop Dementia?

1 in 48 | 1 in 92 | 1 in 14

2. What percentage of general hospital beds are occupied by a person living with Dementia?

52% | 12% | 25%

3. What is the most common type of Dementia?

Vascular Dementia | Alzheimer's Disease | Lewy Body Dementia

4. Dementia is the leading cause of death for women in the UK?

True or false

5. How many people are estimated to be living with young onset dementia (diagnosed before the age of 65)?

8,000 | 22,000 | 42,000

6. Memory loss is always the first symptom of Dementia?

True or False

7. Once a person has a formal diagnosis of Dementia, they are no longer able to drive?

True or False

8. Aggression is a common symptom of Dementia?

True or False

Please turn to page 10 for details of how aromatherapy can help people who are living with dementia to cope with feelings of agitation.



Want to know more about the themed quarter?

 <https://tinyurl.com/ThemedQuart>

Last month we told you that Kate Sanders had left Persona for pastures new. This month, we welcome her replacement, who will be familiar to some of you already:

My name is Rosemary and I worked at Persona for 6 months in 2021/22, in the Supported Living team as a Care Co-Ordinator, where I reviewed and set up the rotas on Care Control, ready for implementation. I thoroughly enjoyed the challenge and learning involved in working the new system. I missed working for Persona so was pleased to see a job advertised and immediately applied.



I have now returned as System and Performance Officer working with Clair MacKinnon and I'm very excited to be back assisting with the Care Control project. I look forward to visiting all the services, meeting staff and the people we support, whilst continuing the training, implementation, and development of this project.

Get Social and Elmhurst Sites are now Live on Care Control

Clair has worked with the Care Control Support Team to upload the basic information of staff and people we support. The sites have been customised with the standard Persona Care Plan sections, and we'll create the regular care tasks that are done in these services. These tasks will pop up as daily prompts on the handsets, so that you will know what type of support you are giving to each person.

The Get Social team will now begin the job of transferring people's Care Plans into the Care Control database. There are around 120 people who attend the Grundy Hub, so this will take several weeks to complete.

Clair met with Lizzie Coltman, Ruth Holder and Sarah Brown at Elmhurst, and agreed a timetable for implementing Care Planning and Recording there. Some detailed planning is now going on in terms of how we are doing this, which staff will initially be involved, and the training and support they will be getting.

We will start by using Care Control in one lounge initially, with the other lounges continuing to use Mobizio. Over a number of weeks we will move the other lounges across to the new system.

Woodbury

Staff training will begin shortly, and implementation will be planned with Lisa Beamer. We are hoping that this can be timed to run alongside the Elmhurst implementation as the buildings are adjacent to one another, making face-to-face support from Clair and Rosemary easier.

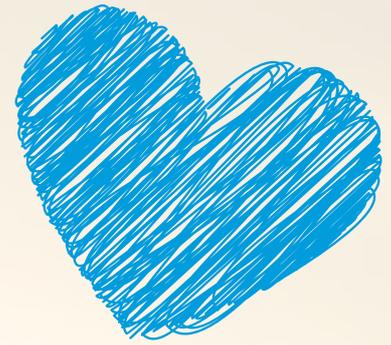
Staff Workshops

Feedback from the market place sessions led by the Learning Disability Day Services (LDDS) team has been positive. We know that some of you are anxious about using this new technology, but colleagues from LDDS have been speaking to the wider staff teams and are positive about how easy it is to add care notes, and how much they are enjoying taking photos of people taking part in activities which can also be added to the notes of everyone taking part in the activity at the same time.

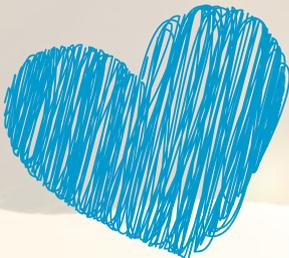
Any questions? Join us at the daily Care Control Huddles:

 <https://tinyurl.com/CCHuddle>

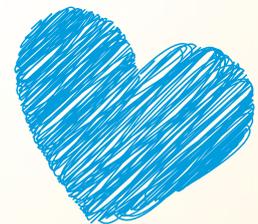
To all our friends at 19a,
thank you so much for all the care and support you have given
Andrew and his friends. We appreciate all the hard work you put
in keeping them safe and happy.
It must have been a very hard and tiring time and yet you are all
so pleasant when we come.
It means a great deal to us and gives us peace of mind to see
him so well cared for.
Thank you for my beautiful flowers for Mothering Sunday.
They are still going strong.
Take care everybody.
With love Anne & David



Supported
Living



As ever, we are very happy with Edrina.
We've now managed to overcome Covid etiquette, as used
to be, and she comes in and has a coffee with us usually
before the two of them go out for a walk once a week.
She's become quite a friend of the family.
Even Joanna brought us a helping of her cooking (fabulous!)
and we bake bread for them whenever we can manage.
We are of course following Edrina's various adventures,
which is lovely for us with our rather dull lives at present.
Edrina makes a real difference!
We are very fond of her and she's a regular highlight of
Jacob's life.



Bolton Road
Community Centre

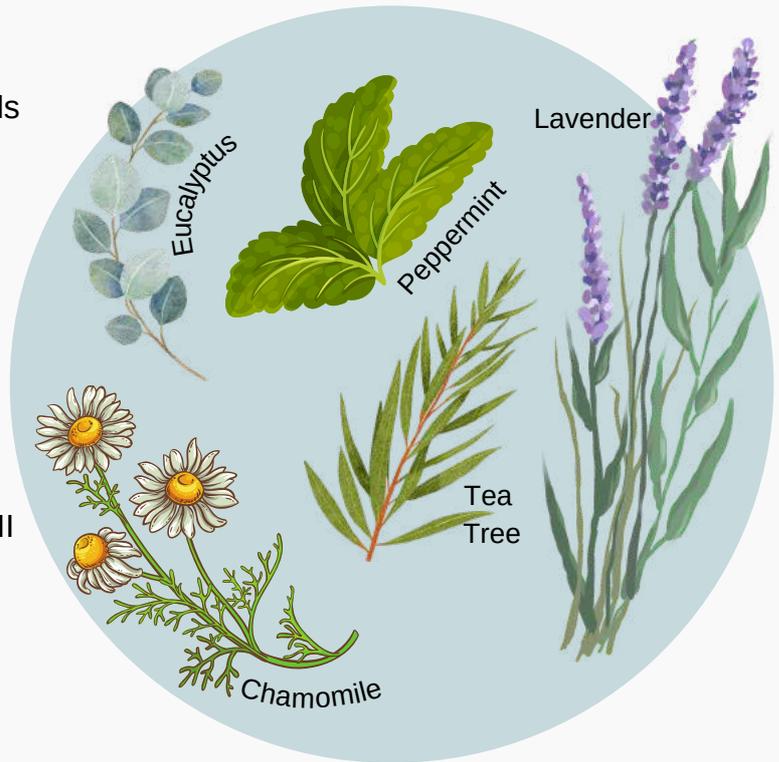
I just want to say that Bolton Road services are 10/10.
The staff are lovely, the centre is immaculate. Just wish we could
get back to all outdoor activities and swimming, etc.

Aromatherapy Awareness Week - 6th-12th June

Isn't it 'just a nice smell'?

Aromatherapy has been around for thousands of years. Ancient cultures in Egypt, China, Persia and India used resins, balms and oils for medical as well as religious purposes because they were known even then to have health benefits for both **body and mind**.

Many essential oils have anti-viral, anti-fungal and antibiotic properties. Tea tree oil was included in military kits and used in munition factories during World War II and the Romans used lavender oil to **heal wounds**.



Although their healing benefits have yet to be completely proven scientifically, there have been studies which show that aromatherapy oils can have benefits, such as in helping people cope with feeling agitated when they are living with severe **dementia***.

Many people who use aromatherapy to help with **stress, sleeplessness** or even **minor burns** feel that their experience is proof enough though, so if it's something you're curious about for yourself, a loved one or someone you work with, you can find out more about it on our new **Aromatherapy Page** on the Wellbeing Hub.

Free Wellbeing Courses - Keep Learning

Bury Adult Education is running free wellbeing courses** **starting in early June**.

There may still be spaces available on:



- Art to Reduce Stress & Anxiety
- Bake Yourself Happy
- Creative Writing for Wellbeing
- Improve Your Mood Through Food

- Keep Calm and Budget
- Mindfulness
- Self-Care Sanctuary



Click here to view the brochure <https://tinyurl.com/475ex2un>

**To arrange a chat to see if the course is right for you (and that you're eligible) ring 0161 253 5772 or email buryadultadmin@bury.gov.uk

What's in your stress container?

Everybody's got one. Some people have large stress containers; others are smaller. Stress dripping into your container is a normal part of life. The important thing is knowing what's in yours and how you can stop it overflowing.



Your stress container has a **tap** that can let stress out if you use **helpful coping methods**.

Stress carries on dripping into your container, but enough is still draining out for you to be able to manage it.

If you use **unhelpful coping methods**, the **tap** is blocked, but stress carries on building up in your container.

If your container overflows, you might get ill, have a big argument with someone you care about, or make mistakes at work.

Which coping methods do you use most and which could you try more of?

What's your stress signature?

How can you tell when your stress container is getting full? We show it in different ways - we might be more tired or grumpy, we might not be able to sleep, have aches and pains or smoke more.

If you need to talk, text or online message for support, visit the **Access Confidential Support Now** area of the Wellbeing Hub for a choice of people to contact, including your Employee Assistance Programme (EAP) PAM Assist, Wellbeing Champions and lots more external organisations.



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.

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Notice

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Others

Shared Lives Committee Meeting - Face to Face Again

For the first time since 2020, the Bury Shared Lives Committee have held a meeting face to face - and it was a great success!

The committee had a lot to talk about:

Easy Reads

the committee checked that our newest Easy Read documents are easy to understand.

Dementia - Themed Quarter

Four times a year (every quarter), Persona chooses a subject (theme) to concentrate on. How can we make sure this is easy for everyone to understand?

The committee agreed to talk about the themes at each meeting. They suggested videos and leaflets for committee members to take home might be useful.

Bury Shared Lives Stories

People shared lots of interesting stories about their lives. They are happy to share these as case studies for Persona to use. We'll keep you posted!

Questions for new Bury Shared Lives Carers

Every new carer's job application goes to a panel (a group of people who decide on something) before they start work for Shared Lives. The committee worked together to write six questions that are important to them. Verity, who uses Bury Shared lives for respite and day support, will ask new carers these questions and then take their answers to the panel.



Shared Lives Week - June 2022

The committee decided an afternoon tea would be great fun. This is planned for 18th June.

Feedback on Persona's website

The committee looked at the website. Their ideas for how it could be better were shared with the Communications Team.

The meeting was very positive. Everyone enjoyed being together face to face again and is looking forward to the next meeting.

Chayim and Mo took all the committee's ideas to the Persona Your Voice committee meeting.



Jubilee Decorations at Ramsbottom Centre

Everyone we support at our Ramsbottom Centre contributed to the making of these fantastic jubilee decorations over the course of 2 weeks.



Everyone crumpled pieces of tissue paper and stuck them together to make this beautiful flag which they're all very proud of - and rightfully so!



Jubilee Party for Get Social at Grundy Hub

The people who use Get Social at Grundy Hub joined a local community jubilee party where you can see everyone who went enjoying themselves.

They had lots of fun as they were up singing and dancing, whilst wearing jubilee hats and waving flags!



Park Farm's Easter Egg Donation

Each Thursday, a group of the people we support at our Ramsbottom Centre enjoy a visit to the Park Farm Café and have built up a really good relationship with the family who run the business.

The family kindly donated a huge Easter egg for the centre to enjoy - what a lovely gesture.

The egg was thoroughly enjoyed by everyone and shared nicely - you can see how happy this made them by the smiles on each of their faces.



Queensberry visit Walnut Allotment's Garden Club

A group of the people we support from Queensberry spent a morning at the Walnut Allotment's community garden club.

They had lots of great fun as they laughed all day while enjoying a good cuppa and some biscuits together.





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Be Active

Give to Others



Inclusion at Persona

How can we be more inclusive?

Although the foundations are already built into our values: **Respectful** and **Caring**, as part of this month's Chat with Kat, we talked about what we are already doing to be inclusive and what we can be doing to be a more inclusive employer. Some comments included:

- We are all different/unique
- Playing to individuals' strengths
- Sometimes assumptions are made about the people we support
- Needing to hear what the people we support think, rather than what staff who support them think they think
- Are our services accessible for all people within the community?
- Are we an attractive organisation for all people within the community?
- We have a number of wellbeing groups e.g. Menopause Café and Men's Matters, how do we share this information wider?
- How do we use our employee groups to help us improve in relation to inclusion?

This is something we are going to continue to focus on, to ensure everyone feels able to speak up if and when things are not right for them.

**DIVERSITY IS BEING
ASKED TO THE PARTY;
INCLUSION IS BEING
ASKED TO DANCE**



Loneliness

We also talked about loneliness, the theme for Mental Health Awareness Week. Everyone can feel lonely from time to time, and loneliness can mean different things to different people, but when these feelings become more frequent it is important to speak up about it. Several people shared their loneliness stories:



- Feeling lonely as my disability is not understood by others and my anxieties can be passed to others in a negative way. Others always make a comment about my disability
- No social connections 24/7
- Links to inclusion, but not seeing others around me who, like me, can be lonely
- Don't assume that someone who is alone is lonely
- I felt lonely when I didn't feel I fitted in with a particular group, not because of anything they did, but because the group was already established and they had been friends for a long time. It took a while to feel part of the group and now I don't feel lonely in that group.

Visit the intranet page for further reading

 <https://tinyurl.com/CulturCalendar>

Introducing Our New Staff Benefit...

FlexEarn

Is payday
sometimes too
late?

Got a special
occasion coming
up?

Had an
unexpected
bill?

Did you know we have a new staff benefit available to help you out in these types of situations.

FlexEarn allows you to access up to 25% of your current earnings so you can cover any unexpected costs without taking out a loan.

It's simple to use and there's no hidden costs or credit check needed - just pay a £1.50 fee per transaction and the money will go straight into your account.

Make sure to keep an eye out for your welcome email and sign up!



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



Other support with your money

Whilst FlexEarn is a great addition to your financial toolkit, please limit yourself to using it only when necessary, so you don't build potentially harmful habits.

If you need any financial help or guidance, why not check out our Wellbeing Hub for tips on keeping your finances healthy, steps to take if your finances are causing you stress, or places you can go to seek some support.

On Page 10, there's also details of a free wellbeing course starting in June called 'Keep Calm and Budget'.



Click here for resources: <https://tinyurl.com/WBFinancialHelp>

BACK PAGE NEWS

Find Liz for a bottle of Fizz!

To celebrate the Queen's Platinum Jubilee, we have hidden a picture of Queen Elizabeth somewhere in this month's newsletter. If you can find her, you could be in with a chance of winning a bottle of fizz!

All you need to do is:

1. Look through this newsletter
2. Find Queen Elizabeth
3. Send your answer to info@personasupport.org (along with your phone number and email address)

We will then enter the names of the people who found the queen into a raffle and announce the winner in our next newsletter!

Please get your entries in by 30th June for your chance to win!

Best of luck!



Page 7 - Dementia Quiz Answers:

- | | | | |
|------------|----------|------------------------|----------|
| 1. 1 in 14 | 2. 25% | 3. Alzheimer's Disease | 4. True |
| 5. 42,000 | 6. False | 7. False | 8. False |

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Give to Others

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

Follow us on social media:



@PersonaBury



Persona Care and Support



@personabury



@personacareandsupport



Persona Care and Support

Visit our website www.personasupport.org