

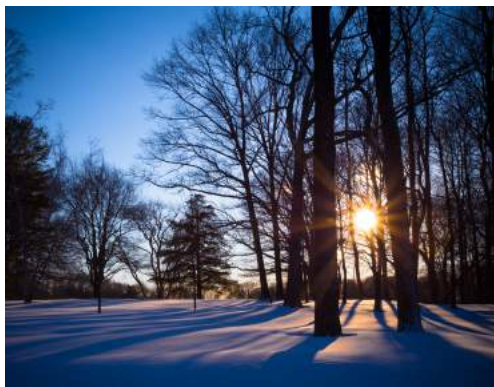
PERSONA NEWS



We support people to live their best life

Message from Kat

For many people there's lots to love about autumn and the run up to Christmas, but it's also that time of year where the clocks go back and we move in to a spell where we get shorter hours of daylight. That combined with the weather changes can have an impact on our mental wellbeing. When I was younger I didn't notice so much but through the years I have become more affected by this change of season. For some people it can really negatively impact mental wellbeing and can be referred to as Seasonal Affective Disorder (SAD). It isn't that severe for me but I definitely notice a change which isn't helpful for either physical or mental health and I suspect it's something that some of you might recognise too. The mornings are darker and colder. In summer I'll happily get up when the sun comes up and get out for a run before the kids are up and need my attention.



In autumn and winter that all changes and I can't bring myself to venture out early doors. I know it's a vicious circle because running gives me energy so if I don't run I know I'll feel more tired but somehow it's that bit harder to motivate myself to go. I've not changed - I'm still the same person as I was in those summer months - but the conditions have changed and that's not something I can control. Maybe this is something you can associate with too? It might not be running for you but do certain things feel that bit harder in the winter months?

Obviously we can't control the seasons or the weather but if this seasonal change impacts you it's important to try to find a way to still feel like you're in control so that your mental wellbeing doesn't take a dip. It's about living that adaptable value and working out how you can adapt to the new conditions. So often I hear people say they don't like change but the reality is we live with change that's outside of our control all of the time. The seasons changing is just one of them.

What's important is to recognise how you respond or react to change and then to notice it and take control of your reaction. Rather than letting it get you down or feeling angry or frustrated, take stock and work out a new plan. For me that might be about committing to rearrange my day to find a slot to run in daylight, or coming up with an exercise program I can do indoors so that I feel more inspired to get up early and get on with it. Even when things might feel outside of your control there will always be choices you can make to turn a situation round. So if you'll feeling some seasonal blues accept and understand how you're feeling but also make a conscious choice to adapt to lessen the impact you're feeling.



Kat

This month's highlights

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| 3 - Staff News | 17 - Spotlight |
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If you're reading this online, you can click for more information where you see this logo.

MEMORY WALK

In support of the 30,000+ people who are believed to be living with dementia across Greater Manchester, staff from Get Social and Extra Care took part in this year's Memory Walk at Heaton Park and helped to raise money for the Alzheimer's Society.



LAST MONTH WE SAID...

HELLO & WELCOME TO:

Alan Howarth - Casual Support Worker
Robert Mills - LDDS Manager

GOODBYE & GOOD LUCK TO:

Debra Riley - Support Worker
Debra Holden - Support Worker

THANK YOU DEBRA

Debra Riley hung up her PPE for the last time on the 19th October 2022.

She has worked for Bury Council and Persona for the last 40 years and she said she has loved every minute of it. Working in various day services and has shown true dedication throughout, and was loved by all the people we support and staff.

She will be missed by everyone from Elton.

Well done Debra!




CHAT WITH KAT

Once a month, Kat hosts a Teams call where you can ask her any questions you might have.

Specific topics will be discussed and after each session the update will be published in that month's summary on the intranet.

If you have a question but cannot attend, please send them to info@personasupport.org to be shared at the chat.

Next meeting: Tuesday 22nd November at 11:30am

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




CURRENT VACANCIES

Do you or someone you know want to make a difference to people's quality of life and be part of a bigger social purpose?

Are you **respectful**, **enthusiastic**, **adaptable**, **caring** and **honest**?

If so, we have new opportunities available now so why not take a look at our current vacancies page to see if any are of interest!

Or, sign up to our vacancies mailing list to get alerts on any new jobs added to our website.

 Click here: <https://tinyurl.com/PersonaVacancies>

HERE COMES CHRISTMAS!

It's that time of year to start planning for this year's Christmas Tree Competition and dust off your Christmas jumpers!


Send pictures of your Christmas Tree entries to info@personasupport.org by 9th December ready for judging the week commencing the 12th December.

Send us photos of your Christmas jumpers to feature on our social media by 12pm on Thursday 8th December and we'll share them on the day!



We're also having a Carol Concert at the Bolholt on 12th December!

If you want to take part, please email info@personasupport.org with information of your group size and song of choice.

 For more on all of these, click here: <https://tinyurl.com/PersonaXmas>



Upcoming Activities

Thank you to everyone who sent photos of your poppies in to

info@personasupport.org

Judging will take place the week commencing the 7th November so stay tuned to find out who the winner is!



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

We're also doing a Danceathon this month!

From the 21st November to the 27th November, we're asking all our services to put on their dancing shoes and join in with our Danceathon in support of Bury Cancer Support Centre! It's open to staff and people we support so if you'd like to get involved, please speak to a member of staff for more information!

What you'll need:

- a space to dance
- music
- a sponsorship form
- a tracking form

What you need to do:

- find as many sponsors as you can
- find someone to oversee your dancing
- dance as much as you can
- collect the money from your sponsors
- email Julie with the total amount you've raised - **Julie.Hawkins@personasupport.org**

For more information or to download the forms, please click the link above.

Did you know?

We have an amazing activity resources page for staff that is full of information and links to lots of different topics! Including our Activity Hub which is full of activity inspiration and useful resources!



Take a look here: <https://tinyurl.com/activitiesP>



Oral Health Update

Non-dental professionals can make a direct request for an adult with additional needs to be assessed for routine dental care!



For the latest information, click here: <https://tinyurl.com/OralCareTQ>

In other news, Sarisa, who is supported by Bury Shared Lives, recently had her wisdom tooth taken out! If you'd like to read more about this, turn to page 16.

Want to know more about the themed quarter?



<https://tinyurl.com/ThemedQuart>

Stress Awareness Day

Remember

- Most people feel stressed sometimes.
- Some stress can be helpful. Too much may make you ill.
- Stress affects everyone differently, but there are common signs.
- Stress is not an illness itself & has many causes. It can make you ill if it's very bad or it lasts a long time.
- You can't avoid stress but there are things you can do to manage it.

from Rethink Mental Illness

On our **Manage Your Stress Topic Page**, you'll find lots of ideas on dealing with stress, as well as a **self care plan** to prompt you to think about your own long term health & wellbeing...



How to help someone who's stressed

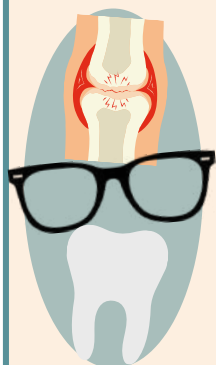
- ✓ check in with them regularly
- ✓ be there to listen (not to give advice)
- ✓ ask them if there's anything you can do to help

...you'll also find links to our **WAPs (Wellness Action Plans)** that can help you understand how stress affects you and how to share that information with the people you work with. They will also prompt you to think about how you could change the way you work to help your stress, if you need to. Talk to your manager if you'd like to discuss this with them.

There are links to **PAM Assist** and our **Wellbeing Champions** too, along with a choice of other ways to get help if you need to talk to, text or email someone in confidence.

Click here  <https://tinyurl.com/PWBStressTP>

Are you on Persona Wellbeing T's & C's?



If you are, you may be missing out on some great wellbeing benefits with MediCash, with cover for dental, optical, and physio appointments plus discounts on shopping and cinema tickets! You can also upgrade or add children to your cover.

You can even use the app to submit your claims, get virtual GP appointments or a digital physio assessment and use a skin cancer screening tool.

Click here  <https://tinyurl.com/MediCashP>

 **medicash**
a positive approach to health

Self Care Week

'Self Care' is one of those marmite phrases, but it isn't just about bubble baths and watching feel good films, although those might have their place sometimes!

It's different for everyone and it means doing whatever you need to stay well. It includes physical things like staying fit, active or moving more, making sure you eat well, drink enough water and clean your teeth, as well as anything you need to do to stay mentally well - connecting with people, spending time on your hobbies or being outside in nature.

Looking at the #FiveWaysToWellbeing is good place to start; are you regularly doing something for each 'way' or could you do more in some of the areas?

What makes you feel good?

What do you miss when you *don't* do it?

Amy's Self Care Swimming

When Amy's life changed suddenly, her physical and mental health began to suffer. A conversation with her mum led to a **new self care routine**, which she now loves so much that she wants to share it, to inspire other people to feel better too. Amy told us:

'When my partner and I split up, I wasn't feeling great. I was 'carrying on', but I was drinking a bit more at the weekends. My mum suggested I start swimming again, as I'd used to enjoy it. At first I was a bit dubious but the more you get into it, the more you want to do it. I've joined the Swimtag Challenge now and my first swim in June was 26 lengths and took me 30 minutes. Now I do half an hour 3 times a week and in September I did 40 lengths in 48 mins!

Over the summer I didn't swim for 2 weeks and was getting groggy and a bit shouty, so I went to the pool. After I'd done 40 lengths, I felt amazing! Honestly it was so mad, going in I felt all uptight, and coming out half an hour later, I felt totally relaxed!

My fitness levels have improved so much I've started going to Zumba again. I've lost 3 stone too, but I'm not on a diet, I'm changing my lifestyle. I've met new people through swimming and best of all, I've improved my mental health without anti depressants - I've done it all myself thanks to the swimming.'

My advice to others would be, if you're struggling, ask for help. Take that first step and go for it - it gets easier! And try the Swimtag Challenge - exercise really is the best drug!

For more about Amy's story and the Swimtag Challenge details, [click here](https://tinyurl.com/ye2854ft)  <https://tinyurl.com/ye2854ft>

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

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



Angela Duncan

Respectful

Thank you for being so helpful assisting me to log onto our system. You sorted everything out and stayed until you were happy that everything was up and running correctly and I knew what I was doing. Your help and the way you deliver, it goes a long way towards making my job much easier!

Natasha MacIver, Naomi Egan, Diane Graham, Rebecca Winterburn and Maygan Zayne

Enthusiastic

Thank you for your enthusiasm in helping put together the Queensberry and Queensberry Day Services birthday party celebrations, although you were running thin on the ground, it all came together and all the people we support enjoyed the party. Great team work!

Fiona Parmanand

Adaptable

Thank you for turning an unexpected piece of work around at short notice.

Jacqueline Roberts

A huge thanks for doing some urgent printing for me, which I needed for a meeting at your site. I really appreciated your help.

Diane Davies

Caring

Such a lovely Shared Lives newsletter again this month Diane. Every month they are jam-packed with information for carers. This is a great piece of work, and I always look forward to reading it as I am sure the carers do too. Thank you for all the work that goes into it.

Anna Craig and Elizabeth Coltman

Honest

Thank you for presenting to Board today. You gave an honest and confident appraisal of the Extra Care service and were able to field all Board questions with ease. A really good session to help Board understand the service and true Persona ambassadors - thank you.

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

#EveryDayIsDifferent

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Others

Happy Birthday Persona!

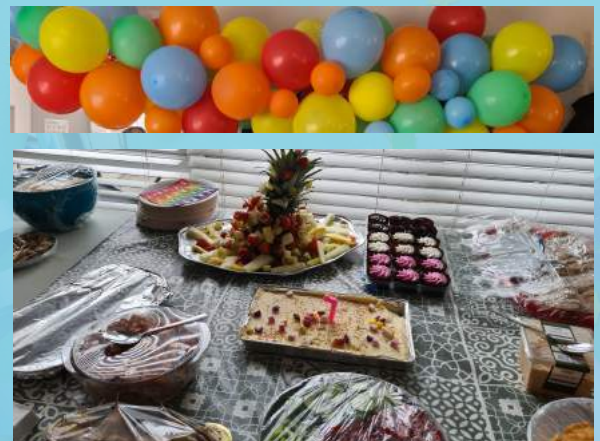
**On 1st October Persona turned 7 years old!
To celebrate, our services made some wool rainbows and had lots of parties!**

At Elmhurst they had a disco and some cake to celebrate!



Grundy Hub and Peachment Place came together for Persona's 7th Birthday.
They had a birthday cake with a big rainbow on it and made some beautiful wool rainbows.

Everyone at Queensberry went all out with their decorations and some yummy party food.



For more pictures, please turn

Escape spent a week making some beautiful wall displays and rainbows then enjoyed a buffet on the day.



Ramsbottom Centre got creative with their rainbows and made them into rainbow decorations using some cards and string.



Everyone at Bury Shared Lives got together at The Green to make wool rainbows and snow globes and they even had some visitors from Supported Living.



Artists in the Making

Over at Escape, the art group made some amazing art mail books and sent them off to Bury Art Museum. Taking to social media, the museum said:

"It is an absolute pleasure to see how the titles have been interpreted and the whole team are loving the liveliness and joy of these, we've had a re-arrange and put them straight in the display case in the foyer!"



Performing Grease

For the past four months a small group of people we support at Escape have been learning and rehearsing the performance of Grease.

Each Thursday morning a drama tutor has been coming in to help them rehearse the musical.

They learnt their lines and dance routines and delivered a brilliant performance which their families were able to come and watch.

The team are so proud and have said: "It was fantastic and the group did amazing. They built up their confidence to perform this in front of an audience and we are super proud of them."



SENDing Escape

Julie and Leah from Escape have been busy attending the SEND event at the Town Hall, and the moving on event at Elms Bank. The events provided lots of information and advice to support children and young people with special educational needs and disabilities to help as they move into adulthood.

Julie said: "this gave us a great opportunity to talk to young people about what Escape and Persona have to offer.

Well done Leah for your help and support at these events you did amazing!"



Elizabeth Turns 70!



Grundy have been celebrating Elizabeth's 70th Birthday with a game of bingo, cake and lots of presents!

She got some new art equipment and colouring books, a big tub of sweets and some beautiful birthday cards.

Elton's Night of Fun

Both the staff and people we support at Elton had a fabulous time celebrating Halloween this year!

They really made an effort to dress up with some amazing costumes and took the time to decorate the building!

After celebrating, they had a chippy dinner followed by some cakes.



Halloween Ready!

The staff and people we support at Elmhurst really pulled it out the bag this year dressing up as witches, mummies, gorillas and more!



Progress at Elmhurst

After weeks of hard work, Elmhurst's garden is looking great again!

At the end of week one it was looking less cluttered and more organised!

Then by the end of week two the ground was made to be evenly flat.

And as they reached the end of week three, you could see the significant improvements made since the beginning of the project!



Painting Elton's Garden



People we support at Elton have spent some time in the sun painting fences and adding detail to the bath tub they painted yellow last month!



Visit the new refurbishments page for more:



<https://tinyurl.com/RefurbishmentsP>

Macc Turns the Tables

Macc is developing his passion of DJ'ing into a business!

At the end of June he worked on the Prestwich Carnival, which he loved being a part of, and he's been booked in to DJ at some parties too.

He hopes to build his business in the future; he is loving the experience and enjoys developing song lists to suit his audience.

But he's keeping his options open; as well as being busy with his DJ job, Macc starts Bury college in September to begin a catering course.



Sarisa, on her Trip To the Dentist

We know that **smiles matter**, so looking after your teeth is important.



Sarisa had to have a wisdom tooth out because it hadn't grown out properly and it was very painful. She says: 'I was happy to have it done, but scared as well. My Shared Lives family helped me make the decision to have my tooth out and Joanne came with me to the dentist. Because she couldn't hold my hand, she held my ankle instead! I was scared but the dentist numbed my mouth and afterwards I felt shaky and tired but I was glad I had it done. I couldn't have a hot drink for a little while and had soup for my tea that day.'

'It's important to go to the dentist regularly so you don't get toothache and also to go for things like this if they need doing, so you will feel better.'

Sarisa has set her tooth in resin as a memento. Read more about **Oral Health** on the intranet here <https://tinyurl.com/ThemedQuart>

Staff Benefits: MediCash

Are you on Persona Wellbeing T&Cs? If so, are you aware of your staff benefit with MediCash? MediCash is a health plan with a variety of benefits from health care to discounts on entertainment and shopping with Perks at Work!

Here are just some of the amazing things you can do with MediCash:



Claim your money back after a treatment



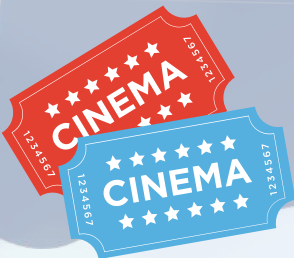
Stay with your current practitioner



Have the option of a virtual GP appointment

As well as getting discounts on things like:

Cinema tickets



Shopping



Holidays and more



The best part? You can do it all through the MediCash app or online!

So if you haven't already looked into MediCash or just want to know more, click here for more information or to download the app now:

<https://tinyurl.com/MediCashP>





Connect

Take
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Give to
Others

November

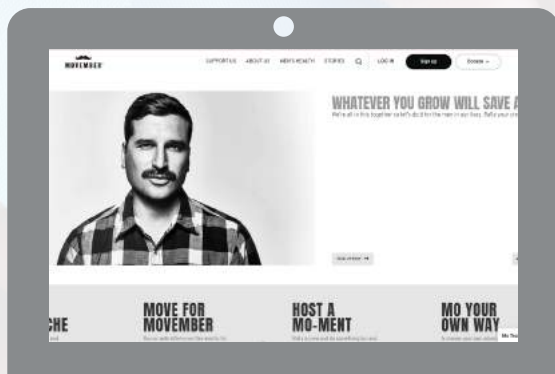
During November, we often see the males around us growing a moustache – now this isn't a way to keep warm because it is getting colder! It's to raise awareness and to fundraise for Movember.

Why?

Men are dying on average 5 years earlier than women, and often for preventable reasons. Did you know:

- Around 10.8 million men globally are facing life with a prostate cancer diagnosis
- Testicular cancer is the most common cancer among young men
- Across the world, 1 man dies by suicide every minute of every day

Movember are a leading charity who are addressing these issues head on by funding projects all over the world to change the way in which men in need are treated and supported.



How can you get involved?

If you don't fancy growing a moustache, you don't have to! Take a look at the Movember website where there are a variety of ways to get involved: <https://tinyurl.com/3bddw3cm>

They are also promoting 'Movember Conversations' with a 'Reach out with ALEC' model to help navigate a conversation with the men in your life who might be struggling or having a tough time:

A L E C
Ask Listen Encourage Action Check-in

To read more, please look at the next page.

For more info, about support for men, take a look at the wellbeing hub: <https://tinyurl.com/MensHealthP>

A – Ask

Start by asking how he's feeling. It's worth mentioning any changes you've picked up on. Maybe he's spending more time at the bar, has gone quiet in the group chat, or isn't turning up to social events. Whatever it is, he's just not himself.

Use a prompt like, **"You haven't seemed yourself lately – are you feeling OK?"**

Trust your instinct. Remember, people often say "I'm fine" when they're not, so don't be afraid to ask twice. You can use something specific you've noticed, like, **"It's just that you haven't been replying to my texts, and that's not like you."**



L – Listen

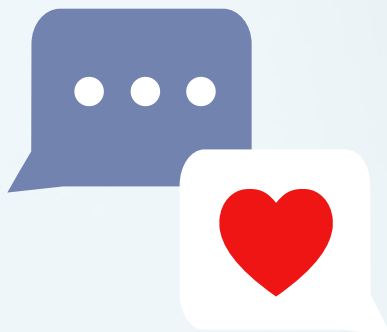
Give him your full attention. Let him know you're hearing what he's saying and you're not judging. You don't have to diagnose problems or offer solutions, but ask questions lets him know you're listening.

Ask a question like,
"That can't be easy – how long have you felt this way?"

E – Encourage Action

Help him focus on simple things that might improve how he feels. Is he getting enough sleep? Is he exercising and eating well? Maybe there's something that's helped him in the past – it's worth asking.

Suggest that he share how he's feeling with others he trusts. This will make things easier for both of you. And if he's felt low for more than two weeks, suggest that he chats to his doctor.



C – Check In

Suggest you catch up soon – in person if you can. If you can't manage a meet-up, make time for a call, or drop him a message. This helps to show that you care; plus, you'll get a feel for whether he's feeling any better.

So why not take some time this month to find out more about Movember and check in with a some of the males in your life?

Visit the intranet page for further reading



<https://tinyurl.com/CulturCalendar>

BACK PAGE NEWS

Guy Fawkes Night

Why do we celebrate it?

Guy Fawkes was a British soldier who is best known for his involvement in the infamous Gunpowder Plot. He was a Roman Catholic who left Protestant England in 1593 to enlist in the Spanish Army in the Netherlands.

Robert Catesby, who was the mastermind behind the plot, and a small group of Catholics were planning the plot when they all agreed they needed a military man who wouldn't be as easily recognisable as they were. In April 1604, they sent a man to the Netherlands to enlist Guy Fawkes and with little to no knowledge of the plot's details, Fawkes returned to England and joined them.

The group rented a basement under the Palace at Westminster where Fawkes planted barrels of gunpowder with the intent to set them off on the 5th November 1605. But on 26th October, an anonymous letter was sent to William Parker, a member of parliament, revealing the plan.

Guy Fawkes was found in the basement on the night of the 4th November and met his fatal end on the 31st January 1606.

Ever since, we have celebrated Guy Fawkes Night, also known as Bonfire Night, to commemorate the failure of the Gunpowder Plot in 1605.



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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

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Visit our website www.personasupport.org