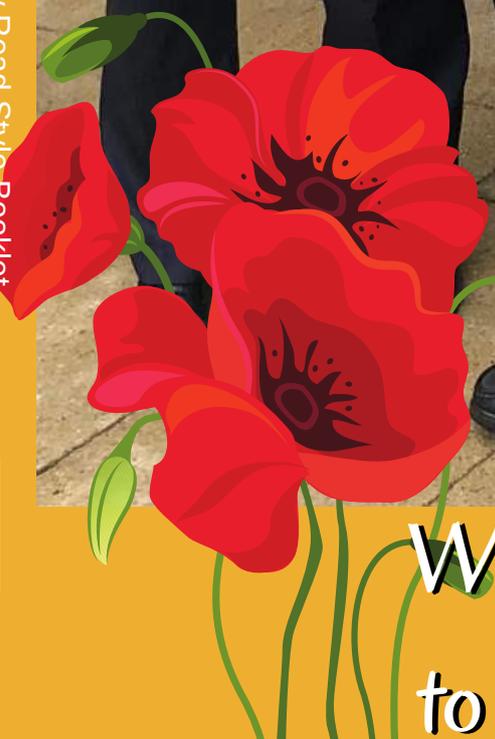


PERSONA NEWS



Staple Down Here To Make This Into

An Easy Read Style Booklet



We support people
to live their best life

Message from Kat

It's a fact – you can't have a rainbow without rain as well as sunshine. I'm stating the obvious here I know but I find it a really useful metaphor to understand the lives we lead and the world we live in. It translates across in so many ways – you appreciate the good times by experiencing the hard times; when you're having a dark day take comfort in the fact that you won't feel that way forever and there will be sunshine again.

October was a month at Persona that brought that concept of the rainbow truly to life. We faced the challenge and sadness of decommissioning two of our much loved services, but at the same time we experienced the joy that comes from a brilliant inspection result at Elmhurst and the glow of external recognition of being finalists in 2 categories of the Great British Care Awards (North West).

I also witnessed this mix of emotions when out and about on visits; the sense of loss some of our team feel at moving away from the service they have loved for many years, but the excitement they feel at the opportunity to begin something new. The uncertainty about entering new territory with our move to digital care recording with Care Control, but the enthusiasm people feel for the benefits they can see that will bring. We can all have our days where we feel a bit bleak so next time you might feel that way, have hope that the rain is simply one of the ingredients you need to create your rainbow.

Kat



This month's highlights

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| 7 - Recognition & Compliments | 18 - Cultural Calendar |
| 9 - Wellbeing | 19 - Spotlight |
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When viewing the newsletter digitally and you see this logo, there is an online link that you can click for direct access

POLICY READING GROUP

A big thank you to Julie Hawkins, Gareth Monk, Diane Graham, Mo Arthur, Nikea Wright, Sarah Brown, Catherine Nugent, Joanne Parkinson, Lizzie Coltman and Debbie Timmins for signing up to be part of the Policy Review Reading Group. By having a wide range of staff from across the services we can make sure that our policies are fit for purpose, are adaptable to changing situations, and achieve the main goal of keeping both customer and staff safe, and living their best life.



The first policies to be reviewed are Moving and Handling, Safeguarding, Health and Safety, Deprivation of Liberty and Mental Capacity Act.

Please make sure that you are up to date with your policy reading lists on QCS. If you have any problems, please check out the Technology Guidance page located in Staff Information, on the Intranet.

ANNOUNCEMENTS

GOODBYE AND GOOD LUCK

Rebecca Berry - Care Assistant

Sheron Craig - Care Assistant

Doris Higgins - Actup Senior Carer

Judith Mitchell - Night Care Assistant

Elaine Perkins - Senior Carer

Sarah Tattersall - Communications Manager

Ann B Porter - Support Co-ordinator

Neil Scott - Support Worker

Lorraine Morgan - Wellbeing Assistant

Kick Start Care & Support Assistant:

Deyse De Sousa Ramos

Cara French

Amina Younis

Keep Learning



Sade Brown left 3 months into her Kickstart placement at Ramsbottom, as she gained employment within the care sector after being inspired by the customers and carers at Ramsbottom. She took to the position quickly and with a passion that saw her excel!

We wish her all the luck in the world and we are proud that we helped her on her first step on her care career.

This is what the Kickstart programme is all about!

BENEKIT APP

The new BeneKit app from Wrkit makes it even easier to send and receive High 5's from your phone. All you need to do is download the BeneKit app today for free on the App Store and you can have access to be able to send and receive High 5 recognition.

Once registered, choose how you want to find out about your High 5's with the notification function. Choose exactly when you want to hear it - whether it's in-time or once a day, the choice is in your hands.

For a detailed how-to on how to download the app, please visit:

 <https://tinyurl.com/dtamrwf4>

END OF AN ERA

It was the end of an era this week as Spurr House saw the last customer leave. Spurr House has provided support to thousands of people over the many years that it has operated as a care home and more recently as a short stay facility. Earlier this year the Council made the tough decision to close Spurr House as part of reducing under utilisation of short stay beds in Bury. It is with great sadness that the doors of Spurr are now closed and I want to thank the team there for their commitment and dedication right through to the last day of service. I know how challenging that has been for you. I'm delighted that many of the team will be remaining with Persona and moving on to new roles within other services. I wish you all the very best for the future as you start a new chapter.

-Kat Sowden



WELCOMING PINFOLD SUITE TO THE NEW GRUNDY HUB



Along with Spurr House, during the Bury Council consultation, the decision was taken that Pinfold Lane would sadly close. The service which are specific to the care of those with dementia would move to the newly named Grundy Hub; within the newly decorated Grundy Hub will be the Pinfold Suite.

The Pinfold Suite is an area within the Hub to meet the needs of people living with dementia. This suite has been designed to ensure it is suitable for those individuals who may have more advanced care needs or require a secure environment to ensure their safety. There has been extensive work completed to ensure that the outside space is safe, stimulating and suitable. The service gives variety and specialist care. Individuals using the Pinfold Suite will have access to all the facilities within the Hub. Support and advice is also available to their families, carers and loved ones.



Elton Go Live

On Monday 11th October, Clair MacKinnon and Rob Laing met with the Elton team and held the *Getting to Know Care Control* session. Clair demonstrated to staff how the Care Control Pocket app works, how to log in using a 4-digit pin number, and what the menus look like. Rob explained to the team that to get them started using the system and to get used to inputting the care notes on Care Control that we would start

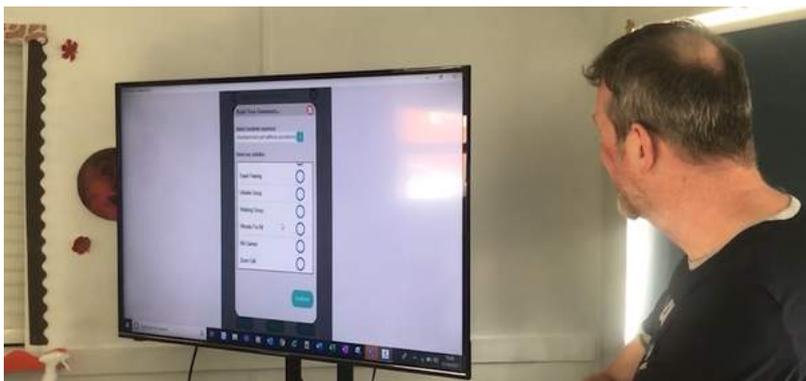


slowly and then once they were confident, begin using more of the functions. From the following morning, all care notes and activity participation would be put onto Care Control. Clair showed the team how to do the recording, then gave out the handsets and the PIN numbers to staff so that they could log in and have a go themselves. Rob talked them through putting in real care notes based on the activities and care given to the customers that day. All the staff managed to have a practice at this and spoke positively about not having to write everything down on the daily log. They had a go at using the talk-to-text function, where instead of typing in the note, you speak into the device and it types it for you.

It was agreed that staff felt confident enough to start recording care notes on Care Control the following day. The feedback from Elton staff has been really positive. Kat Sowden visited them on Wednesday 20th and was pleased to hear that staff were happy using the system and were glad that they didn't have to write all their notes up by hand. They really like that they could put pictures of customers enjoying activities on the care notes.

Sunnybank Go Live

On Monday 25th October, Clair and Rob met with the Sunnybank team and held the *Getting to Know Care Control* session. All the staff had a practice, and had a go at using the talk-to-text function. We agreed to start using inputting all care notes from the next day. Clair went to Sunnybank the following morning to be there in case staff had any queries. They all said that they were happy to use the devices, and have been taking pictures of customers doing the activities on the handsets which automatically go on the care note.



Next Bases to Go Live

Clair and Helen Yates will be at the Elms base on Monday 1st November to do the *Getting to Know Care Control* session, and Rob Laing will be launching at both Escape bases shortly afterwards.

Any questions, please join the daily Care Control Huddles



<https://tinyurl.com/CCHuddle>



Living by our Values is embodied by our colleagues on a daily basis. Don't forget to try the new Benekit app to log your High 5s.

Nikki Ledger

Respectful

Well done on working with a team to address concerns and reach a positive outcome. Great to see the values really being lived in collaborating to resolve the issue. That takes a real openness to be challenged and the ability to work with others to find a way forward.

Stella Parker

Enthusiastic

Well done Stella for your work with Care Control! You have shown such enthusiasm for the training and a great understanding of why it is important and how it will help the people we support and the staff in the future, even though it hasn't always been an easy process, well done!

Louisa Marshall

Great to read your article in the latest newsletter. You show real passion for the subject and it's fantastic that you are sharing that with others and supporting people around this important matter.

Jackie Jackson

Adaptable

I just wanted to say a huge thank you for helping me and staff through a number of challenges over the last few weeks, from arranging cover, to reassuring staff, to being there for others when you have a big workload yourself. Your caring and honest nature, and your adaptability is much appreciated by me and others. Thank you!

Jane Unsworth

A huge thanks to all the Elton Team for your enthusiasm and willingness to try the new system of using Care Control to record customer care notes and activity participation. It is lovely to see the notes being recorded, and you are putting just the right level of detail in. I'm really grateful for you giving it a go and testing the system for us.

Jacqui Roberts

Caring

Thank you so much for sharing your aromatherapy and baking expertise with me! You are truly multi talented and so giving of those skills to others which is very much appreciated.

Janice Thomas

I wanted to say a big thank you for the work you do. Your caring nature for the wider supported living and Woodbury teams threads through the work of the full team. Without your support there would be many more challenges for all of us. You are very much valued and appreciated.

Peachment Place

You are a fabulous team and supported Mum incredibly. I couldn't have wished for a better support for us both.
Many thanks Julie

A very big Thank You to all the lovely staff at Pinfold. Thank you for your caring support for Crisseno and all you have done during the last several years, we can't thank you enough.
Love Criss & Family

Pinfold Lane Day Service

Elmhurst Short Stay

Well deserved awards win delivered to Elmhurst. Communication has been fantastic during this difficult time and the care my mum has and continues to receive is even better - thank you
-Kym

Hi Ruth & Sarah

I just wanted to thank you for all your support with my Gran. I will never forget the level of care and compassion you showed her on her stays with you & also at the end of her life. Not seeing her through covid was tough but I knew she was in the best possible hands. She couldn't have wished for better care. This is why you guys totally deserved the caring & adaptable awards & your amazing feedback from CQC on your recent inspection.

Elmhurst will always be a special place for me.

I know you will carry on being amazing, you're a great service!

-Sarah xx

👏 Special Mentions 👏

Massive congratulations to Sarah Brown, Deputy Manager at Elmhurst. She has recently completed her Level 5 in Leadership and Management!



Vicki Lee Roberts has also passed her Level 2 Health and Social Care qualification with not one but two distinction and a merit! Well done Vicki!



Persona and double PersonAward Winner Sue Partington have been shortlisted for the Great British Care Awards: North West Region!

Sue has been shortlisted for The Workforce Development Award and Persona have been shortlist for The Social Care Covid Hero Team Award.

The ceremony will be held on 13th November. Good Luck!!

To find out more please visit <https://www.care-awards.co.uk/>

November is Men's Health Month

To highlight this we've revamped our **Men's Health** page on the hub and we've been asking men across Persona how they keep well, as well as what aspects of men's health they think are really important to talk about. Here are a few ideas they've shared (find all their answers on the hub):



Keep your goals achievable - have a long term 'vision' in mind but take small steps on the road and accept the odd step back!
Tony



I timetable my activities and do lots of different things every day.
Chayim

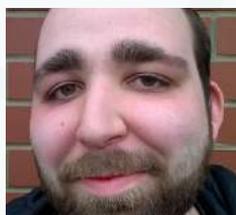


I'd like to see that men know who they can talk to and where they can go when they need help. We bottle things up and I'd like that to change in our society.
Stuart

I make time to do something I enjoy each day so I have something good to look back on. If I'm having a bad day, I try to get some fresh air as this clears my head.
Joel



I play video games sometimes as a way of escapism, and to chat to friends.
Mike



I'm very aware of when I'm tired or stressed and I need to make a change. Sometimes it's correcting an issue that may be bothering me, sometimes it's just finding some space for an escape.
Barry

Sometimes I just sit and watch nothing in particular. It's surprising how enjoyable watching nothing can be. It's also surprising how much more you see if you just take the time to stop and look.



Bernard



I make sure to do things I enjoy, eat healthier foods, talk to people and go walking. I use my treadmill or the ViewRanger app.
Avremi



It's a passion of mine to give men the opportunity to chat in confidence. I know of a couple of people who came close to harming themselves, but who were helped by our local support group.

So this month I'm launching a men's support group, Men Matters. Come along, give it a go and let's have a chat*. Gareth

*See page 18 for more details.

Health & Wellbeing Support that's free to you - Pam Assist - our EAP

Did you know that every staff member has free access to this Employee Assistance Programme? Visit the **EAP-PAM Assist** page on the hub and use the login details to access instant, confidential advice and support. Unlike Occupational Health, there's no need to be referred, nothing is reported to your manager or HR and your access, like the rest of the hub, is completely untrackable.

Visit the **EAP-PAM Assist** page on the hub and use the login details to access instant, confidential advice and support. Unlike Occupational Health, there's no need to be referred, nothing is reported to your manager or HR and your access, like the rest of the hub, is completely untrackable.

If you've got a health worry, there is lots of helpful advice on topics like:

- Heart disease
- Heart Healthy Tips
- How to Look After Your Heart
- Shortness of Breath
- Common Posture Problems and Fixes
- Arthritis
- Building Better Backs
- Know Your Prostate
- Health Symptoms Men Shouldn't Ignore

Just log on, scroll down and click on this logo from the homepage.



Stress isn't always a bad thing; it's something we're designed to produce.

International Stress Awareness Week 1 - 5 November

Good stress helps us cope with daily life, adapt to change, learn new things and be creative. It's short-term, it motivates and focusses us, improves our performance and feels exciting.

Bad stress can stick around for longer and it's a warning sign. It feels unpleasant, makes everyday life harder and can lead to physical and mental problems.

Get to know your stress patterns, find coping tips and contacts for people to talk to on our new **Managing Stress Topic Page**, or take a look at the **Managing Workplace Pressure course** on the Learning Hub.

Take care of yourself before you care for others.

'Self Care' Week 15 - 21 November

WAIT - don't turn over yet! Just like 'me-time' or 'wellbeing', we know buzzwords like self care can turn some people off.

What is self care anyway?

It's just anything that keeps you feeling good or boosts you when you need it. Read **Our Wellbeing Stories** or the men's health tips opposite and see what keeps other people ticking.

But don't get hung up on the jargon; what's important is that you know what works to keep you well and also how you can get help or inspiration when things get tough.

Doing a **Wellness Action Plan (WAP)** can be a great place to get started; thinking about what makes you feel bad, as well as good, is useful information. Our WAP also has ideas of feel-good things you can fit in every day that you might have forgotten you love. Why not take a look now?





Long Term

Respite



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 personasupport.org/bury-shared-lives
or call 0161 253 7211**

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

Laura and Yitz on Etty, their Shared Lives ray of sunshine

Give to Others



When we asked Laura and Yitz to tell us about their journey to becoming Shared Lives carers, Laura said:

Etty, who has Downs Syndrome, came to live with us in 2015 when we were local authority approved foster carers. We were always concerned about what would happen when Etty turned eighteen and had to leave fostering, so it was a huge relief when we were told we could apply to be Shared Lives carers so she could stay with us. We had the smoothest transition possible straight into Shared Lives in 2021; we didn't need to go through another matching process as we were bringing our young person with us.

She is very much a part of our family; she enjoys spending time with our children and their families and she loves playing with and entertaining our grandchildren. Our children refer to Etty as their sister and are very protective of her; I'm still amazed at their ability to totally accept and love her as part of our family. Etty has always thrived on the care and stability we have provided for her and even though we have recently moved to a new home in a different area and she has had to change schools, (huge changes for anyone!) the effect on her has been minimal as we, as her family, have remained a constant.

Etty has her own bedroom and is the only member of the household lucky enough to have an en-suite shower room. This helps us to provide quite a high level of personal care as we work with her towards independence. Yitz and I share Etty's care; I do more of the personal care and he usually collects Etty each day from college and takes her to Sunday club.

One of the minor challenges we have is that my husband and I both like to be on time when we go out, but Etty has little concept of time and so getting ready to go out often means me giving gentle reminders for her to hurry up every couple of minutes. I believe God sent us Etty to teach us the meaning of patience! It certainly helps that Etty is a ray of sunshine who brightens each day for us with her happy, sunny nature; she is a social butterfly who loves meeting friends and going to her friendship club.

Although we know that some of Etty's hopes and dreams may never become realised, we can certainly help to provide her with every opportunity, to make those that can be achieved become a reality. Shared Lives has given us the ability to continue providing Etty with the security she needs to flourish and become a valued member of society.

To anyone out there who is wondering if this could be the job for them, I say 'go for it', you'll be surprised at how much love your heart can hold!!

Congratulations Elmhurst

Take Notice

Give to Others



Good

We are very pleased to announce that following a CQC inspection of Elmhurst Short Stay, they have retained

their Good rating. Well done to everyone at Elmhurst for their continually excellent work, reflecting the values in everything that they do and making sure that everyone lives their best life whilst at Elmhurst. The report included comments such as:

The service promoted high quality, person-centred care and had an open and honest culture.

People gave positive feedback about the staff and the service.

They described the staff as friendly and caring.

Staff enjoyed their work. They described the managers as supportive and approachable.

-CQC Sept 2021

We look forward to seeing the photos from the 'Good' rating celebration party that will be organised soon. If you would like to read the full report please go to

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



In last month's snapshot page you may have noticed some of the staff from Elmhurst had taken part in a memory walk to raise money for the Alzheimer's Society. We now have an impressive total to share with you all!

Congratulations to Vicki, Suzi, Clare, Jo, Gemma, Angela, Jill & Minnie plus friends and family who joined them. Thank you to everyone for their kind donations so far (at time of writing £814) - if you'd like to add to their total, click here

 <https://tinyurl.com/TeamElmhurstWalk>



Peachment Place memorial service for Peachment



A very special event took place recently at Peachment Place. George Stanley Peachment was an apprentice steam engine maker in Bury when World War One broke out. Giving a false age he enlisted at 17 years and 11 months old.

His citation in the London Gazette read:

"For the most conspicuous bravery near Hulluch on 25th Sept., 1915. During very heavy fighting, when our front line was compelled to retire in order to re-organise, Pte. Peachment, seeing his Company Commander, Captain Dubs, lying wounded, crawled to assist him. The enemy's fire was intense, but, though there was a shell hole quite close, in which a few men had taken cover, Pte. Peachment never thought of saving himself. He knelt in the open by his Officer and tried to help him, but while doing this he was first wounded by a bomb and a minute later mortally wounded by a rifle bullet. He was one of the youngest men in his battalion and gave this splendid example of courage and self-sacrifice."



At 18 years and 4 months old, George was the youngest person to receive the Victoria Cross in World War One.

Peachment Place is named in his honour and on September 25th, Peachment Place, thanks to the tenants, held a memorial ceremony in his honour. Bury's Veterans Society brought vintage army vehicles and speeches were made by Bury North MP James Daly and Bury Council leader Cllr Eamonn O'Brien along with Padre Hugh Berne.

*"Age shall not weary them, nor the years condemn.
At the going down of the sun and in the morning
We will remember them."*

An Eye for Excellence

Keep Learning

We are super proud to be sharing another chapter from Rebecca's story this month, as she has won the See Ability award for Excellence after working really, really hard over the Pandemic. Please go to <https://tinyurl.com/3mxh5wew> to watch Rebecca's video interview. You can see that she is so passionate about See Ability's message of making sure everyone has access to getting an eye test.

The event took place at Hampton Court in London; Rebecca took her Dad with her and he couldn't be prouder and neither could we! She fought so hard to get this job and she is proving to everyone that if you have determination and passion you can succeed in anything you put your mind to. She is

living her best life and she wants everyone else to live their best life too. How Rebecca is helping them to do this is by encouraging them to get an eye test and she would love it if everyone reading this books their eye test today!



"People might have epilepsy, people might have autism, people might have very profound disabilities, so what?"

"No one is too disabled for an eye test. There is no excuse not to have an eye test."

Give to Others



On Saturday 16th October, Joanne Holland and former Persona colleague Emma Makin were proud to support brothers Paul and Stephen as they hosted a friends and family 'Tasty Tuckins' at their home.

Paul had been planning this charity event for quite some time and due to Covid it seems like it was never going to happen. But it finally did!

The brothers received lots of support in their charity endeavours and raised £65 for Alzheimer's Society and £35 for Guide Dogs. Well done!



Weekend Charity from Caring Brothers

SNAP SHOT

- Be Active
- Take Notice
- Keep Learning
- Give to Others
- Connect



'Art in Care Home' Day activity 17

Be Active

24th September was Art in Care Home Day and, as ever, Elmhurst's Activity Coordinator Karen Wood set to with the customers, to create a stunning piece of art.

Art in Care Home Day is an annual event that's managed by National Activity Providers Association (NAPA). The goal of the day is to promote a wide range of creative activities within the care home setting as research shows that providing access to the arts makes customers happier and healthier.

This is something that Karen Wood is on a passionate mission to achieve. You may also remember when the Hamilton Project visited Elmhurst and everyone had a jolly good time.

 <https://tinyurl.com/HamiltonElmhurst>



With the help of different coloured jumbo lolly sticks, the customers used paints, felt tips and stickers to decorate them. Set out in a quilt style design, Karen made the colour creation 'pop' even more by placing them in a A3 black frame which now decorates a wall in Elmhurst for all to admire.

"Not only is it adding a welcome splash of colour to a very boring wall, but it's a daily reminder of the importance of finding some time for some recreation and creativity in our lives no matter our age."

-Karen Wood





19th November 2021

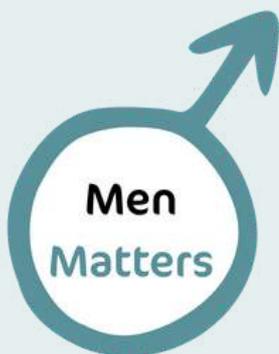
International Men's Day (IMD) has spent a long time in the pipeline. Calls for IMD started in the 1960s but it wasn't until a doctor in Trinidad and Tobago in 1999, with the help of UNESCO, finally got an IMD recognised.

The goal of International Men's Day is to invite everyone from any gender or background to unite. There are 6 pillars to IMD which are:

1. To promote positive male role models; not just movie stars and sports men but everyday, working class men who are living decent, honest lives.
2. To celebrate men's positive contributions; to society, community, family, marriage, child care, and to the environment
3. To focus on men's health and wellbeing; social, emotional, physical and spiritual.
4. To highlight discrimination against males; in areas of social services, social attitudes and expectations, and law
5. To improve gender relations and promote gender equality.
6. To create a safer, better world; where people can be safe and grow to reach their full potential.

This year's theme is about making a positive difference to the wellbeing and lives of men and boys.

Please go to **page 9** to read the wellbeing feature on Men's Health.



Following on from the successful launch of the Menopause Cafe in September, we are pleased to announce that a men's group will be starting on **18th November**. It will be a safe space for males to gather and talk about... well, anything really. It is a space (virtually for the time being) where the men of Persona can gather and talk about what is on their mind.

More details to follow! Keep an eye on your work email and text.

Mo Run!

Persona is offering to pay for half of the entry fee for staff for the **MoRun in Heaton Park on November 20th**. Entry is £20 for either the 5K or 10K route: <https://www.mo-running.com/manchester>
If you are interested in taking part please email info@personasupport.org

Movember aims to change the mindset on men's health focussing on suicide prevention, mental health, prostate and testicular cancer awareness.



World Values Day

This month's Chat with Kat took place on World Values day, so one of our topics of discussion focussed on our values. For a full summary, staff can visit

 <https://tinyurl.com/y6neljzv>

Our Values were created through feedback from staff and through observations of our staff behaviours in applying these values. They guide us in how we approach changes and everyday activities across the organisation and are applied across all our interactions including staff, customers, carers and other professionals.

The focus of the Chat with Kat discussion took a deeper dive into applying our values between staff and asked:

Which of our values do you think is most challenging to achieve colleague to colleague?

Here is how they ranked (highest to lowest):

Here is some of the feedback from the session attendees:

Enthusiastic
Respectful
Adaptable
Caring
Honest

Hard to be enthusiastic about something when the changes that are happening are having a direct impact on yourself - but have seen some brilliant examples of this from the managers at Spurr House throughout the consultation.



**WORLD
VALUES
DAY**

Often where we may make a mistake around values and cause offence or upset to someone else it is not intentional. It can be a lack of understanding of a situation or not realising the impact of something on another individual. People rarely set out to upset another person and the starting point if this happens should be to seek to understand rather than to assume intent.

**How do you think colleague to colleague values can be improved?
Why not share your thoughts at the next Chat with Kat which is on**

Tuesday 23rd November

Kindness Day 13th November-

Send in your random acts of kindness to be featured next month!

BACK PAGE NEWS

Keep
Learning

Heeeeeeey yooooou guys!

Guy (or *Guido*) Fawkes not only had an influence on our history and social calendar; etymologists (*a person who studies the origin and development of words*) also believe he had an influence on our language.

'Guy' or 'guys' which is used today as a gender neutral greeting to describe an individual or group, could actually originate from Guy Fawkes. Guy was part of a group of English Catholics who, in 1605, attempted to blow up King James I. The plot was thwarted and on 5 November 1605, Londoners were encouraged to celebrate the King's escape from assassination by lighting bonfires. An Act of Parliament designated each 5 November as a day of thanksgiving for "the joyful day of deliverance", and remained in force until 1859. Fawkes was one of 13 conspirators, but he is the individual most associated with the plot.



Since 1605 the term 'guy' was used as a way to describe someone who was oddly dressed, due to the custom of burning effigies of Guy Fawkes on the 5th November bonfires.

Nowadays however, the term 'guy' or 'guys' has lost its negative connotations and its history. But one thing is certain that everyone should...

*Remember, remember, the 5th of November
Gunpowder treason and plot
I see no reason why gunpowder treason
Should ever be forgot!*

If you'd like to share a story, photos, or an idea,
please email us at info@personasupport.org

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@personabury



Persona Care and Support



Persona Care and Support

Visit our website www.personasupport.org

We support people to #livetheirbestlife