

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

Well what a whirlwind of a few months we've had since the last newsletter!

Nationally a general election resulting in a new government, locally, the re-election of the Greater Manchester Mayor, and in our own world a brand new strategy. Exciting times indeed!



On a number of levels it feels like an opportunity to move forwards and make change happen and it feels like our staff workshops this week have been a real opportunity to ignite some of that change around becoming a more enabling organisation.

It's been brilliant to talk about what 'enabling' means and what can get in the way of it, and then to have some honest conversations about how we might do more enabling simply by asking the question:

'Is the way we are doing this as enabling as it could be?'



Questions are such powerful things but too often we forget to ask them, defaulting instead to habit or assumption. Stopping to ask a question takes both time and courage but it's well worth doing if the result is an improved outcome for someone we support.

We've had some fabulous examples so far including thinking what piece of equipment would help someone to take another person a cup of tea, and whether someone could whisk up their own scrambled eggs if given the right support.

It's sometimes the simplest things that make the biggest difference.

So what could you do to be more enabling today?

Kat

This month's highlights

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If you're reading this online, you can click for more information where text is [blue and underlined](#).

Connect

Take Notice

Be Active

Keep Learning

Give to Others

CHALLENGE COMPLETE!

Mary Lynch, Shared Lives carer, has raised £600 for Dementia UK by walking 31 miles in May. She completed her challenge with a walk in Manchester City centre then a silent disco.

Mary says "This will make a real difference."

Well done Mary!



REFER A FRIEND

Refer someone to Persona who you'd think will be a match and if they are hired and pass probation, both of you will receive a **£250 voucher** of your choice.

It could be a voucher for driving lessons, a holiday deposit, or your favourite store!

Simply have them mention your name on their application form.

Details available on the intranet Refer a Friend page: <https://tinyurl.com/ReferAFriendP>

ANYONE CAN HIGH FIVE

Previously, our recognition system was only available internally for staff to use. We've now opened this up so anyone can send a high five to recognise our team's hard work.

Want to recognise a member of our team for living our **REACH** values: **respectful**, **enthusiastic**, **adaptable**, **caring** and **honest**?

Follow this link: <https://tinyurl.com/TellUsP>



LIMITED TIME OFFER

Want to get away before summer ends or fancy an end of year break?

Book it now to make use of our limited time offer! Until the 31st July, family and friends of staff and people we support can book our accessible holiday lodge using our special price.

For more information, click here: <http://tinyurl.com/REACHRetreatP>



KIM'S SHADOW DAY

Last year we introduced our new Rising Stars programme, which provides opportunity to staff who are looking to progress within their job roles

Kim Burke, Shared Lives worker, is one of our first rising stars and as part of her journey, she chose to shadow our Communications Team for a day to gain insight to what a typical day is like for the team.

To read about her day, click here: <http://tinyurl.com/PersonaNews>

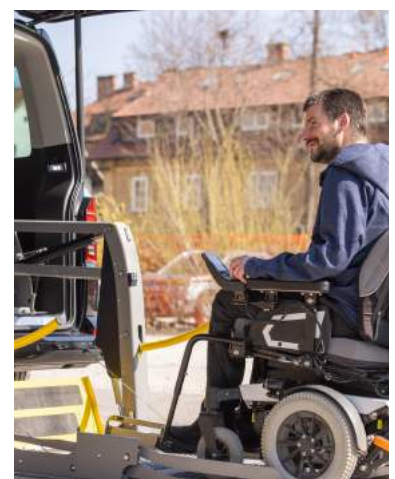


BOOK OUR ACCESSIBLE VEHICLE

We have bought a new wheelchair assisted vehicle for our Extra Care night cover and to make it easier for people we support to get around during the day.

You can book the car via Skedda and we're simplifying how you can get the keys when you're using the car.

To read more about the vehicle and why we got it, click here: <http://tinyurl.com/PersonaNews>



Wow, we have received nearly 100 nominations for this year's PersonAwards recognising our staff for living the values



This year we have seen nominations capture the incredible efforts of our staff where they have gone the extra mile, where they have supported each other through challenges and personal situations and truly encapsulate our values in every way possible.

The PersonAwards is one of the highlights of the year within Persona and it is a great opportunity to recognise and say thank you to all staff for all the hard work and commitment to the people we support and making Persona a great place to be.

If you have been nominated - massive congratulations and you will shortly be receiving information about your nomination within the next few weeks.

Shortlisting for this year's awards will be taking place in early August. The panel will include last year's winners, members of Persona's Board and people we support.

We will open up the voting to staff to choose this year's finalists and winner for each of the 7 award categories. Details of how to get involved with this will be circulated nearer the time.

**The PersonAwards will take place on the evening of
3 October 2024
at the Lancashire Fusiliers Museum in Bury**

so get the date in your diary!



Persona Strategy 2024 - 2027

'Strategy' - sounds a bit serious doesn't it? What do we really mean when we talk about having a strategy? Well you wouldn't get on a bus if you didn't know where it was going right? A strategy is the direction of travel - it tells everyone where an organisation is going - what it's planning to do. It's the destination the bus is going to, but also the route it plans to take. If an organisation doesn't have a strategy, the day-to-day work will probably still happen but the organisation will struggle to develop and improve because people won't understand what the plan is and what it requires from them. So having a strategy and people knowing what it is and what they need to do to help make it happen is essential to an organisation moving forwards.

Persona is at a really exciting point; we've just completed a 3 year strategy and we're launching our plan for the next 3 years. We achieved a huge amount through the last strategy including:

- implementing Care Control across all services
- achieving over £2.4m of our required contract reduction (which was 20% reduction on contract)
- Good Employment Charter Membership and an award for Most Improved Large Employer
- transforming our recruitment approach
- growth in Shared Lives, Get Social and Escape

THANK YOU!

We want to thank everyone who helped achieve that as it took the hard work and passion of so many people.



Our new strategy is the start of the next chapter for Persona. The ultimate vision is **'enabling support which makes a positive impact'** and that is then split down into 4 areas of focus:

- supporting more people
- improving outcomes
- digital working
- our wider impact

You might be thinking - 'enabling support? We already do that so this won't be anything new for me'. You're right. We do already try and provide enabling support that makes a positive impact, but throughout this strategy we really want to take that to the next level. We want to improve how we do this, make it more consistent and help people identify and then achieve their goals. However enabling you think you already are, there will be something we can all do to improve further. And if we all make that improvement then the collective impact is a huge positive impact for people we support.

There's lots to be excited about in the new strategy and we'll be holding staff workshops during July to make sure that you know all about it, understand why we are doing the things we've committed to and most importantly what you can do to help. You're already on the Persona bus and the workshops are your opportunity to find out where it's headed next!

For more information on our strategy, click here: <https://tinyurl.com/PersonaStrategy>



Ambassadors' Year Review

At our staff workshops in 2023, one of the new initiatives we launched was the ambassadors. These are roles which are aligned to the strategy and involve members of the team with a passion or interest taking on an additional remit around that topic.

We have 4 ambassador roles:

- Digital (Mike Moore)
- Green (Carmen Gillion-Weerasinghe)
- Workforce (Cathy Stimpson)
- Wellbeing (Darcy Blamire)



The ambassadors' roles are to champion their topic and help make improvements in that area.

The digital, wellbeing and green roles are predominantly internal facing with a focus on raising awareness within teams and understanding what we can do at team level to take action to improve.

The workforce role is mainly externally facing and focussed on recruitment and careers; helping raise awareness of what working in social care is really like and getting that message out.

It's twelve months since we put the ambassador roles in place and I'll be honest - we didn't know how well they would work. We didn't want anything too prescriptive as we wanted people to be able to put their individual stamp on how they approached the role.

Twelve months in, it has been great to see each ambassador settling into their stride. They each have a member of PLT as a mentor and also work closely with David, our Staff Director. They have taken time to develop their knowledge and skills in their topic area and to talk to teams about what matters to them. This has then shaped the things they have focussed on. Their journeys are captured via regular blogs which update on where they have been and what they've been up to.

To read their blogs, click here: <http://tinyurl.com/PersonaNews>



We've seen them involved in promoting our wellbeing initiatives, recruitment events, supporting people to access fundamental IT systems and setting up recycling initiatives. It's been great to see each of them develop in their role and we want to say a huge thank you to them for having the courage to step into the role and embracing the challenge. They have proved the ambassador approach can work and we'll be working with them over the next few months to review progress and look at where we go next, in line with our new strategy.

Written by Kat Sowden, managing director



Ideas Hub Update

The launch of the Ideas Hub came at the perfect time for Elmhurst as during the summer of 2023, Elmhurst started providing intermediate care (IMC).



The aim of intermediate care is to support people with equipment, therapy and exercise to improve their confidence and get them home and living as independently as possible, with any necessary care packages or alterations to their home they might need. To support this, the team submitted a bid to install a kitchenette, so that people we support would be able to practice basic meal preparation which would enable them to feel confident in their own kitchen when they returned home.

To encourage the use of the outdoor space for the people we support, the Ideas Hub has funded three Jack and Jill seating areas at Grundy Hub.



The seating is designed to be slightly higher than usual outdoor seating, it has arm rests and has been secured to the floor so that it is sturdy and can be used independently by people we support.



Two of the seating areas have built in tables, which can be used for drinks or activity equipment and one seat has a canopy.



The team are hoping for some warmer weather so the seating can be used for outdoor activities and to give greater opportunities for people to sit and chat with each other whilst enjoying the view of the raised flower beds and the many benefits of being outdoors.

One of the Ideas Hub suggestions that we received was to introduce a Beehive into the newly refurbished garden area at Grundy Hub with the idea of producing honey that could be distributed among people we support for a small donation. Unfortunately, after further exploration, this was unable to proceed due to the close proximity of the residential area and the potential impact on people who live locally.



Got an amazing idea for our 2024 Ideas Hub?

The Elms submitted a bid to the Ideas Hub to develop their garden area and create an outdoor space that could be used by people we support for outdoor activities, as a sensory garden, to grow herbs, fruit and vegetables and also to contribute to Persona's Green Plan.

The idea came from a group meeting involving staff and people we support at The Elms, who all shared ideas on what they could do within the service. After agreeing they wanted to improve their outdoor area and make it more accessible, they visited local garden centres to get some ideas and prices of what was available to enhance the garden area.

The key things identified were:

- comfortable seating
- having a covered area so it could be used in all weather conditions
- removing the existing sheds
- creating a colourful, bright and cheerful area with flowers and a sensory area



After successfully securing funding from the Ideas Hub, The Elms enlisted the support of an external contractor, who was a family member of someone who had previously been supported at The Elms, to level up the outdoor flags and complete the majority of the work. The maintenance team also supported the project and erected the new outdoor storage area.

There were some challenges along the way, which delayed the project, as they discovered some old aerosols at the back of the old shed that needed disposing of in a specific way. But several months later, the outdoor area is nearly complete, there are just some finishing touches needed to brighten up the area and the team look forward to enjoying an ice cream and potentially a BBQ over the summer in their new garden area.



The remaining budget from the 2023 Ideas Hub was used to contribute to the development of the Top Green at Clarence Park near The Green Café to create a sensory garden and picnic area for people we support and the wider community. The Ideas Hub has funded a range of equipment including a swing, drum kit and windchimes along with some wild flowers and planters for different smells and textures.



The work on the green has been possible due to a number of volunteers, Friends of Clarence Park and the local community who have been busily transforming the Top Green. We look forward to seeing the sensory garden being enjoyed by the community and people we support.

Workplace Safari

This was arranged through Greater Manchester Combined Authority, who are working with employers to provide opportunities for young people to connect with workplaces, build their knowledge and find out more about the variety of job roles available to them in the future.

In July we welcomed twelve students from The Heys School to find out more about what it is like to work in social care.

Students took part in a variety of activities, starting with a musical memories sessions at The Elms Community Centre, supporting people with learning disabilities. The session was a great way to start the day singing along to a variety of hits, whilst providing the percussion with the drums and tambourines.

The day continued with students finding out about the right language and terminology to use when working in social care and ensure that positive and strength-based language is used rather than old fashioned and deficit-based language.

Students then found out more about what it's like for people living with dementia and took part in an activity that aimed to replicate how tricky every task can be for people as they get older.



Next, students learned the importance of communication, as they wrote a set of instructions about how to make a cup of tea, which brought lots of laughs as the instructions were literally followed and resulted in some cold cups of tea and an over following cup! This helped to demonstrate the importance of clear communication.

Finally, students got to hear from Skye, our apprentice who is based at The Elms, about how and why she started her career in social care.

Hear more from Skye here: <https://tinyurl.com/2b5zmc44>

Students were also provided with information about apprenticeship from partnership training, work experience and volunteering opportunities at Persona.

Find out more about these: <https://tinyurl.com/529nc4sh>

It was a great opportunity for Persona to get involved in an innovative project; we raised awareness of what it is like to work in social care and demystified some of the misconceptions of what social care is. We look forward to holding more Workplace Safaris in the future.

Connect

Take Notice

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Give to Others

We Won!

As part of our ongoing journey as a member of the Greater Manchester Good Employment Charter, we are pleased to announce that **we have won the award for Best In Inclusion – Large** at this year's awards ceremony that took place in early July.

All teams across Persona have worked together over the last 18 months to implement a new approach to recruitment. This includes initial conversations with candidates, an observation as part of the interview process including staff and people we support and then a follow-up conversation based around our values.



The aim of the project was to remove unintended barriers within the recruitment process that may have prevented people from applying for roles within Persona. Some changes include:

- removing the requirement to complete a lengthy application form as part of the application process
- not requiring experience as a requirement for candidates to apply for the roles

As a result of the changes, we have seen:

- a huge increase in the number of candidates applying for roles within Persona
- an increase in applicants from ethnic minority groups who have then gone on to be successful in their applications and increasing the diversity within our organisation from 9% in December 2022 to 14% in June 2023
- an increase in the number of young people joining the organisation, with the average age of our workforce reducing from 48.5 in December 2022 to 47.9 in June 2023



We are all thrilled to have won this award as recognition for the work that has taken place and for the efforts of all teams across Persona that have made this successful.

We will continue to make improvements and look at how we can apply our learning from this into other projects within Persona.



Michael Mosley's Just One Thing

<p>Drink water first thing & with every meal</p> 	<p>Snooze 20 mins between 12pm & 3pm</p> 	<p>Eat oily fish 2x a week: mackerel, salmon, herring, sardines, anchovies</p> 	<p>Houseplants have 5/6 in the rooms you use: peace lily, spider plant, aspidistra, aloe vera, rosemary, ivy</p> 	<p>Eat an apple Pink Lady has most flavonoids</p> 	<p>Read a story 30 mins fiction a day; for stress relief & longer life</p> 
<p>Eat beetroot or drink beetroot juice 2-3 times a week</p> 	<p>Count your blessings think of 3 things you're grateful for every day</p> 	<p>Eat dark chocolate 2 pieces every day, 85% cocoa is best</p> 	<p>Go outside in green spaces, especially around trees. Get the sun on your skin little & often</p> 	<p>Drink coffee 1-3 cups per day. NOT first thing but at or after breakfast</p> 	<p>Add your own idea</p>
<p>Sing loudly for 5 minutes</p> 	<p>Dance every day</p> 	<p>Stand up for a few minutes every hour.</p> 	<p>Eat meals within an 8 hour period Drink water outside of this window</p> 	<p>Breathe slowly <ul style="list-style-type: none"> in for 4 & out for 6 or in for 4, hold for 2, out for 4 or in for 3 hold for 4, out for 5 </p> 	<p>Early morning walk every day for 30 mins within 2 hrs of waking</p> 
<p>Stand on one leg for 2 minutes & switch legs halfway, every day</p> 	<p>Move every day 20x squats & 5x pushups or similar</p> 	<p>Meditate 10 minutes several times a week</p> 	<p>Have a bath 90 mins before bed. Add lavender essential oil to help you sleep.</p> 	<p>Learn a new skill painting, pottery, a new language, musical instrument, etc</p> 	<p>Exercise regularly 10 mins 3x a day, x3 a week. eg brisk walk or 2/3x up & down stairs</p> 

Easy to do

Some effort needed



Find out more & get alternative tips here
<https://tinyurl.com/Just1ThingP>



Just One Thing

In his podcast and book, Dr Michael Mosley shared simple tips you can add into your daily life, to help you keep well. Some of these things are easy to do and some take a little bit of effort.

We've put some of them into the poster opposite - why not cut it out and put it up where you can see it?

You can find out more about the things and some alternatives here <https://tinyurl.com/Just1ThingP>

Looking After the Whole of You

Holistic care's about looking after your body, mind and spirit in one go, instead of focussing on one part of your health and ignoring how all the other things in your life might also be having an impact.

That's why our **Wellbeing Hub** exists and it's where you can **get at all of your wellbeing resources in one place.**

The hub's based on the NHS's Five Ways to Wellbeing and is split into these different sections:

- Access Confidential Support Now
- Physical Wellbeing
- Mental Wellbeing
- Inspiration for Wellbeing
- Opportunities to Connect, Be Active, Take Notice, Keep Learning, Give to Others

or you can find what you need here <https://tinyurl.com/WBHubHow>

- Eat Well
- Sleep Well
- Manage Stress
- Stay Active
- Know Yourself

And there's more! Did you know you can:

- self refer for **counselling** <https://tinyurl.com/VivupP>
- get **self help workbooks & recipes** <https://tinyurl.com/VivupP>
- book **aromatherapy, Reiki, reflexology or massage** <https://tinyurl.com/ZenRoomP>
- get **wellbeing sessions** live on Wednesdays <https://tinyurl.com/WBSessionsP> or **on demand** <https://tinyurl.com/WBOnDemand>
- get support from **Wellbeing Champions** <https://tinyurl.com/WBChampions>
- go to quarterly **Menopause Cafés** <https://tinyurl.com/menopausecafe>
- if you have **Medicash** you can claim money back on treatments, opticians, dental and more <https://tinyurl.com/MediCashP>



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!



Walshaw Road Team

Respectful

I attended the property to be greeted by Rahil, Lurdes and Celia. They welcomed me with open arms and made me a brew. Whilst I was at Walshaw Road all sorts of things seemed to happen all at once and the team coped brilliantly with it all. G was having his haircut and was very pre-occupied and was displaying behaviours that may have challenged some staff. The team sang and calmed G very well throughout the haircut. The team stopped the haircut at points when they knew G was indicating he could not continue and restarted when they could. Other people were being supported within Walshaw Road at the same time and the staff did everything in a person-centred manner, asking questions and using non-verbal cues to suit that particular person. For me to witness this level of support was amazing and is probably nothing new to the team but for me to be a person looking from the outside in, it made me feel really humble to the day to day encounters staff deal with. The team demonstrated all the values in that one visit.

Sunnybank Team

Enthusiastic

I want to give a big shout out to our team at Sunnybank, they all demonstrate and live the values daily to ensure the people we support live their best lives. It has not been the easiest 6 months with all the staff changes however they have **adapted** so well and have really bonded as a team, the **enthusiasm** shown is amazing with their creative ideas for new activities for the people we support. Well done and thank you!!

Deborah Emery

Adaptable

In **adapting** your time with the person you support to work around their other activities to enable them to have choice in the support you give, resulting in a positive relationship and exciting day trips out.

Chris Donnelly

Caring

Chris does a great job of making sure all the people he supports feel included in whatever activity the group may be doing.

Nicola Depledge

Honest

I just wanted to thank Nicola for her time, input and for being open and **honest** during our recent in-person audit. Nicola has given me every confidence that things will be addressed and improved. Thank you.

Recognise a staff member, volunteer or team with our Asana form:

<https://tinyurl.com/SendHigh5>

Living the Values - Above and Beyond

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



Walshaw Road Team
Respectful



Diane Davies
Enthusiastic



Hayley Kendall
Enthusiastic



Mary Lynch
Enthusiastic



Mccauley Glossop
Enthusiastic



Nicola Depledge
Enthusiastic



Cheryl Learmouth-Wilson
Adaptable



Basecamp Helpers*
Adaptable



Dawn Cook
Adaptable



Joanne Barnard
Adaptable



Ruth Holder
Adaptable



Sarah Brown
Adaptable



Supported Living Team
Adaptable



Lauren Booth
Caring



Nicola Deaville
Caring



Rufford Drive Team
Caring

*Janice Thomas, Zoe Brady, John Marsden, Sue Partington and Anna Craig

Well done & congratulations to you all!

PERSONA THEMED QUARTER



Digital



The focus of this quarter was the importance of digital services & different ways we use them both in work & our personal lives and was lead by Mark Gilroy, operations manager for Supported Living, Leanne Taylor, deputy manager for Older People & Extra Care, and Mike Moore, our digital ambassador and support worker in our Learning Disability Day Service.

"What Good Looks Like" Framework

One of the reasons we have chosen to use Care Control as our digital care management system is because the government want all care providers to be working digitally by 2025.

They introduced a framework called 'What Good Looks Like' for digital working in adult social care. The framework outlines seven success measures, including ensuring smart foundations, safe practice, supporting the workforce, empowering people, improving care, and promoting healthy populations.

For more information about the framework, follow this link: <https://tinyurl.com/mws2exut>

1-2-1 Discussion Points

Our digital champions created an exercise to discuss the importance of using digital within Persona and why we use certain services. The aim is to help someone who may find digital systems difficult or to help them understand why we use digital systems in our services.

The exercise will highlight how much 'digital' we use in our personal lives too. This shows it's not just in work and hopefully reassures people that it's easy once you know how, just like the apps they use at home.

To access the exercise and answers, follow this link: <https://tinyurl.com/DigitalTQ>.

What can Care Control do?

With the help of Clair, performance & information manager, and Rose, systems & performance officer, our digital champions have created this one pager.

It answers frequently asked questions such as:

- what's the point of Care Control?
- what if I struggle with technology?
- besides note taking, how can it help me as a member of staff?

To download a printable copy of the one pager, follow this link: <https://tinyurl.com/DigitalTQ>.

What can Care Control do?

What's the point of Care Control?
I found it easier to just write things down!

Care Control:
• is more secure
• is more accessible
• reduces paper waste
• means people who struggle with spelling can write clear notes.
It has many more functions beyond just daily notes such as being able to monitor fluids, accidents, provides a 'digital comms book' for supported living and LDDs.

Well what if I struggle with technology?
Will I be 'left behind'?

Not to worry, besides having amazing support from Clair and Rose, who manage Care Control for Persona, the apps themselves come with a help section which takes you to a website to answer all your queries. Staff who have been initially reluctant have fed back they were surprised at the ease of use of C.C. and support is very much provided to make this transition easier.

Besides note taking, how can it help me as a member of staff?

Care Control has a whole host of options and besides having the main area for monitoring and documenting about the people we support there is also a staff area that allows for direct messaging between staff either 1-2-1 or to multiple recipients. There will eventually be a version of Care Control to help staff to keep track of their varying shift patterns and in the future holidays will be able to be booked all digitally.

Persona
MAKE IT ABOUT YOU

Remember - we have digital champions who are happy to help with all things technical. For more information, click here: <https://tinyurl.com/YourPChampions>

Click here to read more about our Themed Quarters:

<https://tinyurl.com/ThemedQuart>

Hello, just wanted to thank you for the wonderful care you gave to our auntie at Elmhurst Short Stay.

Her room was clean and comfortable and had its own bathroom and TV and the facilities are really nice, lovely and bright with a great atmosphere. She preferred to keep to her room, so she didn't take advantage of them.

The best thing about Elmhurst by far is the amazing staff who work there. They are all lovely, nothing is too much trouble for them, and they make Elmhurst feel like a family.

They are attentive but not intrusive, and as visitors we were always offered a cup of tea, and after a couple of days we didn't even ask, it just appeared with some biscuits.

Definitely 5*

Regards, Jackie and Elaine

Elmhurst
Short Stay

Supported
Living

I've been to see Russell's mum & sister today. When I first met with them, they had a lot of worries about this whole moving on process, the difference today was really marked. They both seem more positive and had good things to say about all the Persona staff they been involved with so far.

So, I just wanted to pass on my compliments to the staff team at Eastham Avenue and everyone has been involved so far with Russell and his family. It really good to see the family much happier about this next step for Russell.

Regards, Julie (social worker)

On behalf of myself and the family I would like to thank you and all your staff for the excellent care she has received whilst at Peachment Place.

Kind regards, Sharon

Peachment
Place



I am writing to thank you and Persona for the support you are giving me and John through Shared Lives. Since John was diagnosed with Alzheimer's Dementia it felt as if we were on our own to face whatever the future held. When we found out about Shared Lives (through a friend) it was a way forward for us.

Our initial meeting with you was so helpful and such a relief. You listened and understood. The carer you chose for John is a perfect match and has given him a new friend and enabled him to continue DIY projects with confidence and enjoyment. The support means that he can attend Men in Sheds sessions regularly.

Your support also means that I am able to have a break and do things that I like to do, knowing that John is so well supported. It enables me to come back refreshed and to continue being able to support John. It is reassuring to know that I can contact you for advice as needed. We are both so grateful.

Very best wishes, Jean

Take
Notice

Be Active

Give to
Others



GOT A TALENT YOU'D LIKE TO SHARE?

HAVE SOME SPARE TIME?

DO YOU LIKE BRINGING JOY OTHERS?

**BECOME A
VOLUNTEER
PIANIST / DRIVER / GARDENER**

Scan the QR Code
for more information



or

Follow this link:

<https://tinyurl.com/VolunteerAtP>

Dementia Action Week

Grundy Hub went all out in their Dementia Action Week celebrations! The Hub was covered in blue balloons and Forget Me Not flowers.

People we support created a giant Forget Me Not flower out of scrunched paper, which has been framed and hung in the Pinfold Suite. The knitting group made over 100 Forget Me Not flower badges which they kindly gifted to all the staff, people we support and any visitors to wear proudly.

Anna Craig, registered manager, said:

“We had the Honey Badgers, a 6-piece band, and Alison, a sensational saxophonist, come and entertain us at the beginning of the week. We then held a group Movement-to-Music session on Wednesday and went out on Thursday to a Golden Olden afternoon hosted by Bury Rotary at Radcliffe Borough. Everyone has sung and danced their hearts out!”



102 Years Young

Edwina has been coming to Grundy Hub for over 12 years and in June everyone celebrated as she reached 102 years old. Edwina wasn't after a big fuss but the team arranged for the mayor and mayoress of Bury to visit her along with a birthday cake to share with everyone at the Hub.

Edwina also celebrated with family, some of whom came from France for the celebrations, along with her friends at coffee club. She said she had been spoilt with gifts but most importantly she was able to spend some quality time with her friends and family.

Turning 102, Edwina didn't feel any different and her advice continues to be the same as she told us when she turned 100: “always look on the bright side and take each day as it comes. Don't worry about what's gone on, just take the day and look forward to whatever the next day brings.”

We asked about what was on her bucket list and top of the list was a trip on the Settle to Carlisle railway and she would still like to visit Turkey.

Edwina said she looks forward to 'Grundy Mondays' as she enjoys spending time with friends she has met here.

More Celebrations!



There was another big birthday celebration at Grundy Hub, as Sid turned 90 years young!

Everyone celebrated his special day and with a huge smile on his face he enjoyed some birthday cake.

So that nobody would forget his birthday, he wore not one, but two birthday badges!

Happy Birthday Sid!

Soft Play Sports at Sunnybank



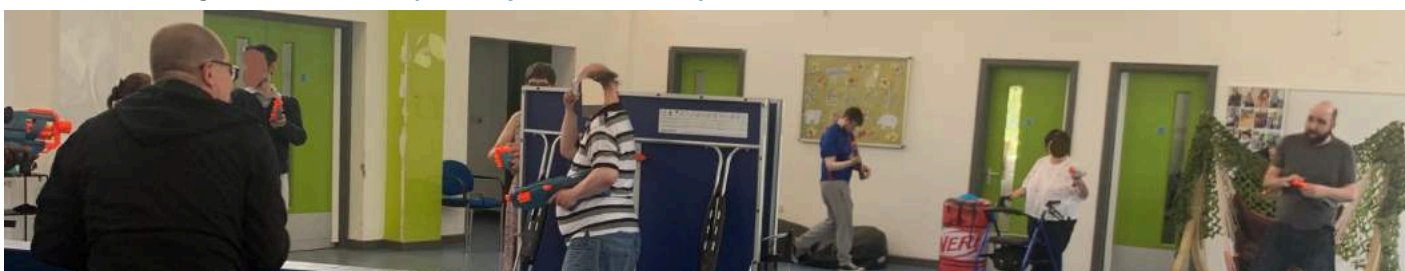
Sunnybank already had darts, bowling, parachute games and beanbag target practice at their Thursday morning sessions and now you can play dodgeball and different foam dart blaster games too.

Lisa and Carmen said 'when Active Future asked if they could use the centre for evening sport sessions, with Social Spaces, we knew people who come to Sunnybank would enjoy it too. It's fast and fun and

we've seen lots of healthy competition - everyone's really excited to come each week. Word of mouth has spread and people are coming from all the different learning disability day centres.

We've designed the sessions with feedback from people we support so that everyone's goals and needs are met. **It's open to anyone who's supported by Persona, so please come along!**

You can find the event details here <https://tinyurl.com/SunnybankSports> and read Lisa and Carmen's blog in full here <https://tinyurl.com/s24tyw83>.



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We Are Shared Lives!



This Shared Lives Week's theme was #WeAreSharedLives and it was extra special for us, as we launched our new recruitment campaign as well as celebrating our wonderful carers.

We kicked the week off with a party on Monday 24th to say thank you to our carers, for making such a difference to people's lives every day. We filled our new Bury Shared Lives planter (made by John and Joe) and Sarisa sold some beautiful crafts in aid of Cancer Research.

For the rest of the week, the team were at The Green Café every day to talk to people about Shared Lives, how the scheme can support people and the different ways that people can join us as carers. If you missed it, you can meet us every month at our drop in, click below for details.



We're recruiting Shared Lives carers for short stay (respite) and long term placements.

It's a flexible, rewarding way to work.

Want to learn more or apply now?

Click here: <https://personasupport.org/bury-shared-lives>



Pride Month Stories

Sophie and Macc both volunteered at Bury Pride in June; Sophie helped people find what they needed and Macc learned how to use a new piece of kit to do the sound for the main stage!

Sophie is also part of Bury LGBTQI forum and she says 'LGBTQI means people like me like to dress differently, like somebody of the same sex or might not know and be questioning themselves. Being involved in the group is important to me because I can share my stories and I like to help others by showing support and understanding.

The group also helps people to report anything bad that might have happened to anyone. It helps people understand who they are what that it is ok to be different.

Since I joined the group I have learnt the difference between trans(gender) and transvestite, which I feel is important to know so that I can be supportive in the right way.

In 2023 I got the King's Award for volunteering in Bury Pride. It made me feel really proud, I was nervous when I received it but very proud of myself.'



Michelle Votes

'I wanted to vote so I had a chance to have a say. I think it's important for the people to have their say and vote, as it is us that will be affected. Before I decided who to vote for I saw policies and what the parties stand for on the tv and chose through what was most relevant and important to me. I learnt that there are more parties that aren't broadcasted as much as the others and that they have good policies too.

Usually people go into a little booth at the polling station to vote by themselves as it is private. Mandy, my carer, explained I have difficulty seeing, so they let her come with me to help me tick the box I wanted to vote for. I was pleased I voted, it made me feel glad I got to go and do it.

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A Trip to Southport

People we support at Elmhurst enjoyed a trip to Southport with Goat's Gate Pub dementia group.

They enjoyed time in the arcade playing different games like the claw machine, a fish & chip pub lunch and lots of walking around in the sunshine.



Rediscovering Music

Elmhurst have been lucky enough to have a piano donated to them through fundraising by Key's Piano School.

People we support have been having a go at playing and people who learnt that skill many years ago have been rediscovering their ability and love of music.

We can't thank Keys enough for providing this opportunity.

If you or anyone you know can play piano and would like to come and play for us, click here:

<https://tinyurl.com/VolunteerPianist>



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Sensio Update

Elmhurst are trialing the Sensio alarm call system to see how they can:

- prioritise alerts and improve response times
- make night time checks without disturbing people's sleep
- further reduce the number of times people staying with them have falls



The system is doing all these things and it also works well with Care Control. Staff can log on individually to get targetted alerts for the part of the building they're working in and the discreet alerts don't create any disturbances for other people staying at Elmhurst.

It's been a learning curve for staff, getting out of the habit of physically checking on people, but they've embraced it. They are finding it's now much simpler to get to people quickly when they do need help, as well as seeing when they don't need any support.

Reporting is detailed and immediate and while people can opt out of having the system turned on during their stay, it's also easy for staff to make changes to room layouts and alert settings, and even to suspend alerts if needed.

'One gentleman who stayed for 6 months had 12 falls during that time' Ruth, registered manager, says. 'We initially set a lot of alerts for him and the Sensio team queried whether we needed them all. But over his stay we were able to reduce them and I feel certain that it was that proactive, responsive monitoring that made a difference. In the last 2 months of his stay, he only fell once.'

Staff are freed up to concentrate on helping with medication or spending quality time supporting people, because it's easy to see when an alert has been answered.

Well Done Rebecca!

Rebecca, supported by our Supported Living team, recently did some fundraising for Seeability, where she works.

She did a brilliant job baking cakes and managed to raise nearly £300!

Rebecca says: "ve raised £264.00 for Seeability. I worked very hard with the support of family friends Lynsey and also her husband Mike.'

Well done Rebecca!



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Pride Party

Everyone at Sunnybank celebrated #PrideMonth with a big party! Entertainment was thanks to Nearly Whitney and DJ Macc.

There was homemade #cake, party gifts for everyone, rainbow decorations and a raffle full of gifts donated by lots of lovely people to raise £200 for Bury Hospice.

Thank you to everyone who helped make this happen, including Morrisons Whitefield Community Champion, Nando's, The Queen Anne, Bury, Dog Haus, White Fish, Entertainer, Bob and Bert, Hollywood Bowl Bury, Vue, Dunkin', Little Blonde Bakes, Tesco Radcliffe & Prestwich and the fabulous staff who genuinely supported to make it a huge success!



Going Green

Hoyles and Queensberry Day Service are doing their bit for the planet! People we support decided to swap their plastic money wallets for some home-made ones instead.

They've drawn their own designs on blank canvas wallets to add their own personal touch and we think the wallets look amazing!



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Upcycling & Repurposing

Lisa Duggan, deputy manager for our Learning Disability Day Service, has taken the time to talk to us about upcycling and repurposing items.

As we are becoming increasingly aware of the need to reuse and recycle, there has been a surge of interest in upcycling and repurposing furniture.

We live in a throw away society influenced by mass consumerism, but we want to share with you the benefits of upcycling and repurposing old, unwanted items. In doing so you can directly reduce the amount of 'fast furniture' entering the world, which subsequently ends up in landfill.

During lockdown we all tried to find hobbies to fill the void of being locked inside. I stumbled across an upcycling page on Facebook which inspired me to start doing the same. Not only did I find this was a therapeutic hobby, I also realised this was a huge step we can all take to help save our environment!

I made a pledge to myself that I would buy second-hand, upcycle, and repurpose where I could. The best part of it is that old furniture is often better made than the equivalent flat-packed furniture we get today and with a little bit of time and TLC you can create a beautiful piece of furniture for your home.

For more information & for pictures of Lisa's project, click here: <http://tinyurl.com/PersonaNews>

World Environment Day

To celebrate World Environment Day, we wanted to recognise the amazing achievements we've made since launching our Green Plan in April 2023.

Our main aim for the Green Plan is for Persona to be Net Zero by 2038. This means we have set a target to reduce greenhouse gasses (like carbon dioxide) we are releasing into our atmosphere. We can do this by producing less gas and also finding ways to absorb what is already in the atmosphere.

Carmen, our green ambassador, has had a look back over everything we've achieved so far and here are just some examples of what we've achieved so far:

- each service has a 'green pledge'
- we've arranged recycling bins for our services
- installed fans to circulate heating better
- working on a project to be more mindful when printing



We are only 12 months into the plan and I feel we are on track to achieving our goal, we have already accomplished a lot this year. Plans for the next year are looking at the energy consumption in our services and how we can reduce this.

To read more, follow this link: <https://tinyurl.com/cm5mu84c>

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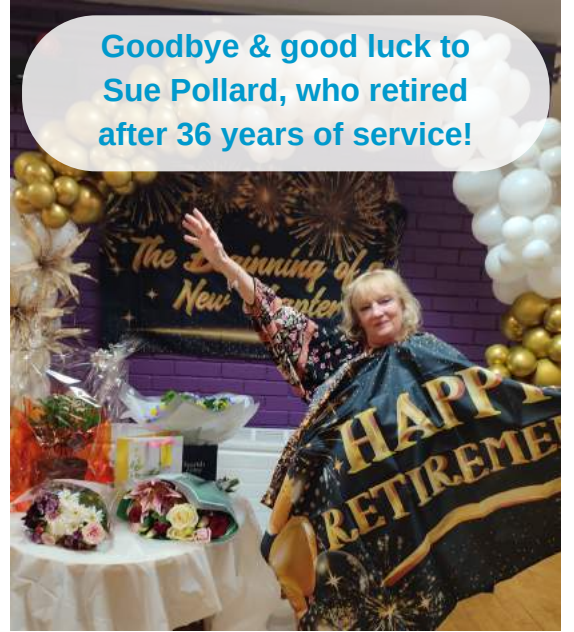
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Goodbye & good luck
Emma Houghton



Goodbye & good luck to
Sue Pollard, who retired
after 36 years of service!



Well done Peter, who was
recognised by Bury Council
for all he does for everyone
at Peachment Place



UPCOMING EVENTS

17th July



**Bingo at
The Green**

18th July



**Sunnybank
Soft Play Session**

18th July



**Ageing in Place
Chat & Craft**

22nd July



**Ageing in Place
Garden Volunteers**

12th August



**Shared Lives Drop
In at The Green**

13th August



**Get Fit Without
The Gym**

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/EventsCaIP>

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

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

We support people to #LiveTheirBestLife

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@PersonaBury



Persona Care and Support



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