

# 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



This week I met up with some fantastic new starters to Persona as part of their induction. I was blown away by what an amazing group of individuals they were; all bringing their skills, experiences and personalities to shape Persona into an even better place. When we were chatting, they said something which I've been reflecting on; "when we heard a director was coming we didn't expect you to be an ordinary person". It made me reflect on the assumptions we make based on the information we have available to us. It's something we all do. It's programmed into us as a primal instinct – designed to protect us from harm. As a result it has a negative bias so we'll tend to make assumptions which are on the safe side – we often assume the worst.

Once we've made an assumption it's baked in to our thinking and our brain can't tell the difference between what we assume and what is real. We'll then instinctively look for information that supports the assumption rather than things which go against it. As I said, we all do this. It's not something you can necessarily stop – but it is something you can be aware of, and the act of being aware helps to stop those assumptions limiting you.

*"Assumptions are made and most assumptions are wrong"*

*Albert Einstein*

I'll give you an example. I recently started doing some voluntary work and I was invited to attend a development session with other volunteers. My assumption was that everyone would be more experienced than me, know more than I did and that I would feel really out of my depth. I seriously considered not attending because of the assumptions I had made. Then I noticed what I was doing – I didn't 'know' any of the things I had assumed – it was my brain trying to protect me from going in to a situation where I'd feel like an outsider. So I embraced my discomfort and went along – and guess what – the other volunteers were lovely – just ordinary people too, as it turns out. I learnt a lot from the session and came away feeling much more confident. So don't let your assumptions limit you – notice you make them, don't beat yourself up for doing that and then challenge them. An assumption isn't real and once you notice you are making them, you can either choose to ignore them or choose to replace them with something more positive.

**Kat**

## This month's highlights

3 - Recognition	12 - Service News
4 - Staff News	20 - Snapshot
8 - Wellbeing	22 - Cultural Calendar
10 - Compliments	23 - Spotlight



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

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

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



## Respectful

### Nicola Adams

Just to say thank you to Nicola. I have observed her both being proactive in supporting customers to a high standard and supporting team members and wanted to acknowledge her efforts.

## Enthusiastic

### Anna Craig

Well done today on the board presentation. You did amazing and it is so great to see your passion and love for the service shine through. You are a true credit to the team. Lizzie

### Maygan Zayne

Thank you Maygan for being very professional in your job, you are an extremely kind, caring person and very helpful, I appreciate all the help and support you have given myself as well as the customer we support.

## Adaptable

### Nikki Ledger

Just wanted to recognise how quickly you have worked after our discussion about voids this week and the time and thought you have put into the possible solutions, great work Nikki.

## Caring

### Naomi Egan

I know I am biased but my goodness you do an amazing job! I hear about the days you have had and you always manage to see the good and work towards the positive even in the most trying of situations. You and the Hoyles/Queensberry groups do fantastic things with the groups you support and I see your care and commitment in you every time you talk about your day or even just in the way you are getting ready for work. Keep being amazing!

## Honest

### Hanadi Hamza

Just want to give Hanadi some recognition, we as a team have noticed how well you have progressed in the past few weeks keep up the good work.



## MARATHON

Dry January done? New Year's resolution wavering?

Persona are entering a relay team into this year's Manchester Marathon - competing in a team of 4, each running 10km. It's a great opportunity to be a part of UK's second largest marathon and to run with over 30,000 other runners while thousands cheer you through the streets of Manchester.

The event is on April 3rd and Persona have agreed to pay half the entry cost so each team member would need to contribute £15.

If you're interested, email John OConnor at [info@personasupport.org](mailto:info@personasupport.org) ASAP to enter!



## GOODBYE & GOOD LUCK

- Bethany Entwistle - Kickstart Care & Support Assistant
- Victoria Brimelow - Actup Senior Carer
- Michael Buckle - Casual Care Assistant
- Adeyinka Bode - Casual Support Worker
- Caitlin Daniel - Casual Customer Relations Assistant
- Charlotte Holland - Casual Building Support Worker
- Andrea Humphries - Casual Support Worker
- Rosemary Taylor - Casual Admin
- Jessica Woods - Casual Care Assistant
- Wendy Singleton - Wellbeing Assistant - Nights
- Rachael Stackhouse - Wellbeing Assistant
- Susan Hay - Support Worker

## ANNOUNCEMENTS

### HELLO & WELCOME

- Liane Caldwell - HR Officer
- Nicola Lowe - Wellbeing Assistant
- Chris Donnelly - Casual Support Worker
- Edith Odin - Casual Support Worker

## GARDENING AT GRUNDY

Giving back is an important part of wellbeing, so we're trying out some projects where staff and customers can volunteer.

The outdoor space at Grundy Hub has been tarmacked and raised bed planters have been built by the maintenance team.

If you'd like to get involved in planting seeds, shrubs, digging and general gardening this March, **please register your interest** by contacting Catherine Nugent on 5337 or by email at [catherine.nugent@personasupport.org](mailto:catherine.nugent@personasupport.org).

Dates to be confirmed at short notice depending on when the plants arrive. If you are aware of other projects, please let us know.




## CHAT WITH KAT

If you have any questions to ask Kat about anything, this monthly Teams meeting is your opportunity to do so.

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

Each discussion will include specific topics and all the answers will be published on the intranet in that month's summary.

**Next meeting: Tuesday 22nd March at 11:30**

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



## REFER A FRIEND

Do you know someone who'd be a match with Persona?

If you refer a friend to us and they are appointed then pass their probation, you could each get £50 in vouchers!\* They just need to mention your name on their application form.

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

\*Criteria are slightly different for casual staff members and there is no part payment option if your friend leaves. There are more details on the intranet Refer a Friend page.



## DEBBIE'S 40 YEARS OF SERVICE

In January 1982, Debbie started to work at Warthfield E.P.R. on Radcliffe Road, Bury doing the night shifts and mornings, whilst also covering shifts at Howarth Close. After Warthfield closed, Debbie went on to work at Wheatfields for a few years until this sadly closed.

She ventured on and began to work at the Haymarket with the young people then joined our team at Elton; saying she loves her job and has enjoyed the last 40 years!

What an amazing achievement Debbie! Your team have said:

*Congratulations Debbie!*

*Love from all your Friends at Elton*

*and customers and friends in the service xxx*



## PERSONA THEMED QUARTER

### Continence and incontinence support.

Congratulations to Clare Ford and Sue Stockman, who have joined Sarah Brown as champions.

Sarah tells us 'Incontinence and continence problems have a big impact on a person's quality of life; many people do not seek help, as they feel embarrassed about it. People are often restricted to going out and have little social contact outside which may leave them feeling isolated. It affects over 8 million people in the UK of all ages.

Promoting continence promotes dignity and wellbeing. As carers we are here to support our customers to live as comfortable a life as possible and support them in managing their continence to prevent any infections and breakdown of skin.'

Find out more about why Sarah is a champion in this area on the intranet.



**If you'd like to be a Continence Champion, contact Sarah on 0161 253 6833 or by email at sarah.brown@personasupport.org**

### Themed Quarter Page Update: Oral Health Care



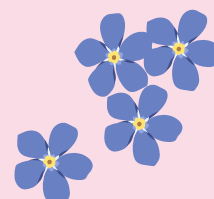
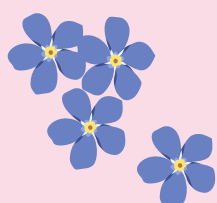
We've updated The Daily Log of Mouth Care to fit with other Persona documents and will soon also be updating the The Daily Log of Mouth Care for people with cognitive impairment and dementia.

**Please take a look at this and all the other themed quarter pages, which are full of tips from your colleagues and loads of helpful resources.**

If you'd like to add anything to any of the pages, please email us at [info@personasupport.org](mailto:info@personasupport.org)

### Our next themed quarter will be: **Dementia**

If you'd like to get involved as a champion, speak to your manager. More details to come in April's newsletter and on the intranet.



**Want to know more about the themed quarter?**

<https://tinyurl.com/ThemedQuart>

Care Control roll out in Get Social is in its early stages and some of the team have attended online training sessions with Care Control to learn the main functions of the system.

In the next couple of months, they will be uploading customer care plans onto the system to get it ready for staff to record care activity and monitoring in the spring.

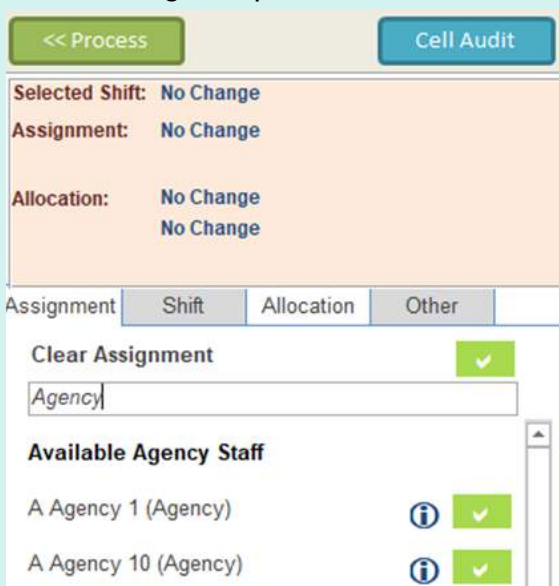
Elsewhere, Clair has been running “Getting to Know Care Control” sessions with Woodbury staff and with half of these sessions now complete they will soon be ready to soft launch with care activity and monitoring. So far, the feedback has been positive, with lots of enthusiasm around how the system will benefit staff and customers day to day.

## Rota Top Tip – Allocating a Shift to Agency Staff

1. Any shifts not assigned to a member of staff that need covering will show up in red at the top of your live rota. To cover the shift click the shift so it turns yellow.



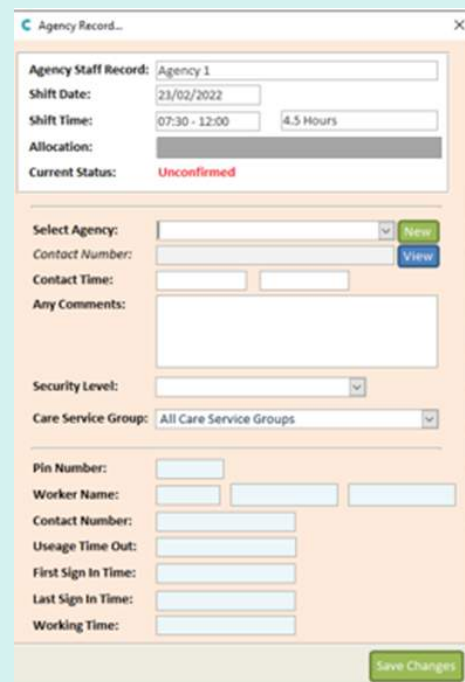
2. The box below will then appear on the right hand side of the screen. Select one of the agency staff options & click the green process button.



3. If you then exit the live rota, the shift being covered by agency staff will show up on the Rota Issues page highlighted in purple.



4. Click the purple line to confirm who's working & the Agency Staff Record box will appear. You can then select the agency they come from, add any comments, enter their name & select the property they will be working at in the “care service group” drop down.



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

 <https://tinyurl.com/CCHuddle>



## The Benefits of Being Kind

Did you take part in Random Act of Kindness Day and do something for someone else in February? Or is it something you do regularly anyway? If you did, how did it make you feel?

Chances are it made you feel good straight away, as when you're kind to someone your brain's pleasure and reward centres light up in the same way as the brain of the person you're helping. But being kind has other, long-term benefits for you as well.

Did you know that being kind to others can increase:

- ♥ your lifespan and your quality of life
- ♥ your energy
- ♥ your pleasure & happiness
- ♥ your capacity to heal
- ♥ your feelings of calmness
- ♥ your self-esteem & optimism
- ♥ your heart & blood pressure health



Our new **Kindness** page has a random acts of kindness generator to inspire you right now, plus lots of other ideas and inspiration.

Have a look at page 4 to find out how you can get involved in our Give to Others Grundy Hub project this spring.

## Cervical Screening Campaign

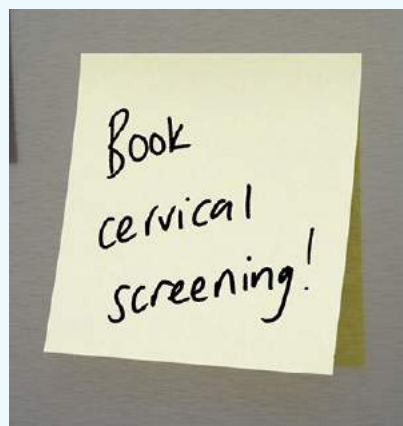
All women aged 25 to 64 are invited for a smear test every 3 to 5 years. It's not a test for cancer; it detects the types of virus - HPV - that can potentially lead to cancer.

The test takes about 10 minutes and you'll get your results about 2 weeks later.

Some women find it very uncomfortable, but did you know you can ask for a smaller speculum?

This could make all the difference.

Visit the NHS website for more information.  <https://www.nhs.uk/conditions/cervical-screening/>



### Don't ignore your cervical screening invite

Book an appointment with your GP practice now.



Help us help you



## How Moving More Helps You Feel Better

(Even if You've Got an Active Job, You Live With Chronic Pain or With an MSK Condition)

*Our bodies have been designed to move and they need movement to work at their best, but life often gets in our way.*

Sport and workouts are great, but your body still gets used to doing the same things, while other parts of your body are missed out. You can make tiny changes to your everyday life to counteract this; all it takes is a couple of minutes throughout your day to do some slow, small movements and feel less achy, more flexible and more clear headed.

**In a physical job** although you move, you tend to use the same parts of your body, while other parts of you are not getting the movement they need and a lot of our commuting time and free time is spent sitting down.



If you're **living with chronic pain** or an **MSK (musculoskeletal) condition**, gentle movement can help to ease it. It doesn't always feel possible to try and move more but the less we use our muscles, the weaker they become and this can actually cause more pain. Little and often is key. Living with an MSK condition leaves you at a higher risk of **depression** and guess what? Moving more can help those symptoms too, as can **Mindfulness** and **EFT** - both of these are on the Wellbeing Hub too.

Moving more can **protect your long-term health as you age** too. The NHS says 'There's strong evidence that people who are active have a lower risk of heart disease, stroke, type 2 diabetes, some cancers, depression and dementia'.

Our bodies are great at telling us what they need, but we don't always understand what they're saying!

**How do you know if your body's telling you to move more?** The list of surprising symptoms includes stiff joints, being out of breath, difficulty sleeping and always feeling hungry.

You'll find this list plus more information about everything mentioned here on the updated Wellbeing Hub

**Movement** page.  <https://tinyurl.com/WBMovement>



Thank you for all your help over the time Mum has been with you all and would you also pass on our thanks to all the staff.

It made such a huge difference to Mum since starting there she looked forward every day to coming, even to the point that she hated weekends because she missed it so much.

With very kindest regards Alison

**Grundy  
Hub**

**Hoyles  
Community Centre**

My brother attends there daily and is well looked after by the staff. It's pleasant, warm and friendly. Plenty of parking space and in a nice setting. Valerie

Denise thoroughly enjoyed her stay at Woodbury and she's looking forward to going back. Jo and I are relieved and happy for her, and it certainly gave us a chance to relax. Hopefully, we can book some more dates for her, soon. Thank you both, very much, for sorting her respite out, best regards, Chris and Jo.

**Woodbury  
Short Stay**

**Peachment  
Place**

Thanks so much for your help and support through my mother's stay. Very much appreciated.  
Love & Best Wishes, Andrea

Wow, where do I start? It's been a crazy two years, but you have all made it so much easier by being so kind, positive and looking after my mum with such compassion and dignity. I know she has enjoyed staying at Elmhurst and calls you all her friends. We will both miss you all and I will keep in touch and hopefully when you open your doors fully to visitors, we can both come and visit? Thanks for everything, I honestly do not know what I would have done if mum didn't have you all to care so much for her and support me too! Good luck with everything and keep doing an amazing job, you are all fantastic.

Susan's daughter

**Elmhurst  
Short Stay**



As far as Edrina is concerned she's a real lifeline. She seems to 'get' just what's needed and is wonderfully helpful. I would hate to lose her, she feels like a real friend, as well as it being a professional relationship. Carol





*Respite*

*Long Term*

*Day Support*

We're recruiting Shared Lives carers now & the role can be as flexible as you need it to be.

**Want to know more?**

Visit us at

 <https://personasupport.org/bury-shared-lives>  
or call 0161 253 7211

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

Connect

Take  
Notice

Be Active

Give to  
Others



## Persona Customer Committees

This week saw the launch of the Persona Customer Committee. It was fabulous to meet people who are part of our different services and to bring them together to hear their thoughts on a range of topics.

The Customer Committees are new for 2022 and are intended to provide a place for people to share their views and feedback to help us make improvements and develop to be fit for the future.

There is always room for improvement and we wanted to create a way where some of the changes we make can be co-produced by the people we support. Each service has set up their own service level committees and these then inform the overarching Persona Customer Committee which meets quarterly.



One of the main feedback areas for the first session was language/labelling. People provided feedback on what the committee should be called and also had a great debate around their preferences for how we refer to people who use our services. As you can imagine, with so many vibrant personalities in the discussion – one size doesn't fit all. But that's the point! There wasn't a consensus for any name in particular but hearing the debate play out brought out two really important underpinning themes; Respect and Inclusivity. Whatever we call the committees, however we refer to groups, ensure that it feels respectful to those involved. Read more about inclusive language on pages 22 and 23.

Our next committee takes place in May and we'll be talking to service committees in advance to decide what topics we should discuss.



The Committee is chaired by the Chair of the Persona Board, Tony Hunter, who reflected on the first meeting with the following comment:

'As Persona's chair, I've managed to meet some of our customers and staff but – especially with covid – nowhere near enough so it was such a pleasure to be at this event. Working all together as we did, bringing together experiences and learning on how we engage our customers in such diverse settings across our organisation was stimulating and we had fun as well! Thank you everyone and roll on 23 May!'



## What career advice would you give your younger self?

It's National Careers Week in March, so we're sharing some of your answers to this question - thank you to all who answered by email, on social media and especially to everyone at Grundy Hub, who took the time to send in photos of their advice too.

It's not always about the money, it's important but not everything. Be happy!

Do what makes you happy. Sometimes unexpected situations change your path, but somehow find your way back on track.

To be clear on my priorities & the lifestyle I'm looking for, then find a job to suit. It's way too easy to do the opposite & compromise in the wrong areas.

Follow your dreams if it's what you truly want to do. I wanted to be a nurse & everyone said 'would I be strong enough' or 'would I be able to do it' as I was getting over TB. I proved everyone wrong & was a very good nurse for 40 years.

Work should be enjoyable. If you find yourself not enjoying what you do then maybe it's not the right fit of job or employer. Don't trudge along being unhappy- make a change.

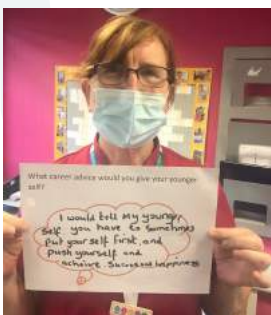
Follow your heart & listen to your own advice.

I had a few career paths but I enjoyed all the changes, experiences & new skills on the way. If you like doing something stay at it.

I followed my heart & did what I wanted. I was a machinist & loved my work. My advice would be not to be pushed or persuaded into doing or following a career you wouldn't enjoy.

You have to be caring by nature, think out of the box. You need to be innovative & work as a team. Listening is key. Responding is working together with your client. Always remain calm. Fun & humour is essential. Always remember if there is a problem together you can find a solution. 30 years experience yet we still have the capacity to learn. We all want our best life. Cooperation is key.

Not to take things so personally - sometimes you're caught in the middle of things you're not aware of, or people displace other frustrations onto you. So I should have just focused on doing the right things & worried less!

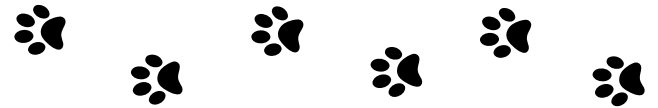


Interested in a career in care? Find out what it's like here

 <https://www.personasupport.org/jobs>



## Love Your Pet Day at Grundy Hub



To celebrate Love Your Pet Day, a few of us took our pets to meet some lovely people at Grundy Hub!

We took Bella, Daphne, Gus and Roxy. Pets bring us joy & they're good for us - they

- 🐰 encourage us to exercise & socialise
- 🐱 can lower our blood pressure
- 🐾 help manage loneliness, stress & depression.



We enjoyed listening to each other's stories and memories about everyone's pets.

Everyone at Grundy Hub loved meeting our pets & the animals loved it too!  
Click below for more:



 <https://www.personasupport.org/news-and-events/news/>





## Forever Friends at Grundy Hub

Karen and Edwina met during their Monday sessions at Grundy Hub and 'we've known each other for 7 years' Karen explains. 'We just sort of clicked', says Edwina.



'We regularly bring photographs to show one another and swap magazines and things' Karen says. In fact the pair keep in touch throughout the rest of the week too - 'so that I can hear what Karen is saying, she puts me on FaceTime so that I can see her lips, then it's easy for me' Edwina explains. Karen says coming to Grundy Hub 'encourages friendships and we do lots of different activities. I have quite a few health issues and I only went out about four or five times a year before I came here. It just makes so much difference to have somebody to talk to. It's nice to be able to talk to Edwina because I feel like she's a part of my extended family now'.

And what are Edwina's thoughts on the best thing about Grundy Hub? 'Meeting Karen, for me.'

## Planting & Dominoes at Peachment Place



This looks like the perfect February weekend activity to us! Brian and Stacey escaped the bad weather with a game of dominoes and started looking forward to spring by planting sweet peas!

Connect

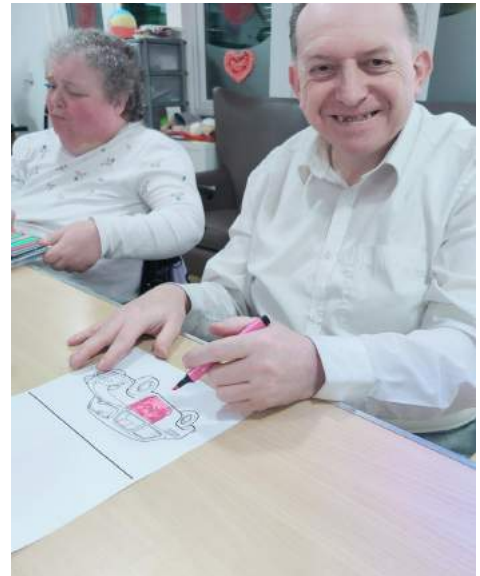
Take Notice

Be Active

Give to Others

## Send a Card to a Friend Day at Hoyles

Send a Card to a Friend Day is a wonderful opportunity to let someone know you're thinking of them and appreciate them.



People at Hoyles enjoyed personalising their cards and sending them to someone special.

## Mary's 90th Birthday Bash!



Mary celebrated her 90th Birthday this month at the Hare and Hounds in Ramsbottom!

She received many gifts, but especially wanted a yellow apron, which you can see her enjoying above.

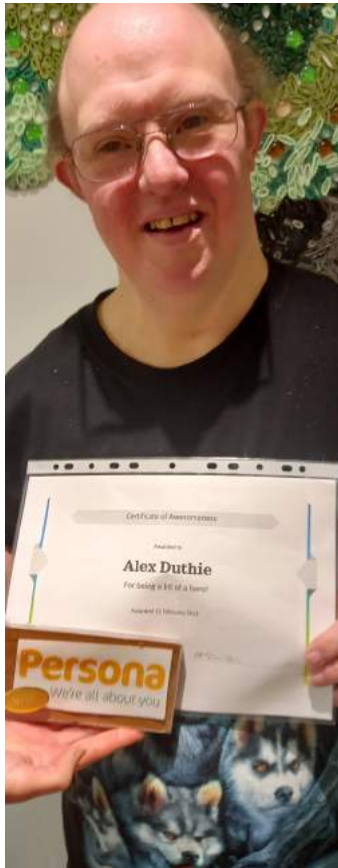
She chose her favourite Madeira cake and a cappuccino.

Support staff, old and new, reminisced with Mary and sang all of her favourite songs. When blowing out her candles, Mary made her wish: "I wish my mother was here".





## Alex the Hero and his Birthday!



Recently, Alex and his mother, Gloria, were on their way home from a doctor's appointment when Gloria fell in the middle of a busy road and hurt herself. Alex reacted in the best way and remained calm whilst stopping oncoming traffic and dialling 999. He gave all his details to the police and rang his stepdad to meet them at the hospital.

Gloria was in the hospital for over a week, but once she was released Alex continued to take good care of her by tidying the house and bringing her anything she needed such as food or drink. Alex said: "I'm so happy to be a hero for my mum".

Gloria said she couldn't believe how he reacted; he stayed calm, stopped the traffic, and rang for help – he was amazing! "I am so proud of Alex, he is my hero, I want everyone to know". She also highlighted what a big help Alex was when she came out of hospital, explaining he's always helping around the house as he's extremely thoughtful. It's very apparent that she is a very proud mum!



Our Managing Director, Kat Sowden, presented Alex with a reward of awesomeness and a bar of Persona chocolate after telling him how well he had done to remain so calm and do all the right things in such a difficult situation.



Alex also celebrated his 50th Birthday this month with a party at The Elms. They danced, sang, ate cake and he got to open all his presents!



## Chayim's Speaking Up for Patient Voices Matter

Since Chayim joined Bury Shared Lives in 2018 he's gained lots of new skills and he's keen to help in the community in any way he can. So when he heard that The Patients Association wanted people to join their lived experience advisory panel, he applied immediately and was thrilled to be accepted.




The panel members have named the group Patient Voices Matter (PVM). After the first meeting in September 2021 we asked Chayim why he wanted to be involved in PVM and he said 'Some of the times I stayed at hospital were not as positive as they could have been and it's good to share these experiences with others.' He said he thought the group was important because 'everyone wants the same thing - to help others through their experiences.'

Sarah Tilsed, Head of Patient Partnership, at The Patients Association explained 'The lived experience advisory panel will provide an important forum for people with lived experience of being a patient or a carer to share their insights and experiences by working with us.'

Originally intended as a 6 month project, Chayim's PVM experience looks set to continue for a while longer. 'Different topics are discussed every time we meet, like how we can make people's stays in hospital better or how people feel about the NHS. We all agreed on our new name, Patient Voices Matter, as it's about us having a voice' he explains.

Chayim has gained a lot from being on the panel, such as working with people from different backgrounds and hearing about their experiences. He hopes PVM will 'help The Patient's Association and help other people to have it easier if they ever visit hospital'. And what was his favourite part of being involved? That the group is set to continue for a while longer and 'it gave me time to talk about my experience of being in hospital and I got paid for attending the sessions.'

Read more about Chayim and PVM here  <https://tinyurl.com/ChayimPVM>



Connect

Take Notice

Be Active

Keep Learning

Give to Others



## Curry Night

This looks like a good night to us!  
Everyone at Elmhurst enjoyed a delicious looking curry night.

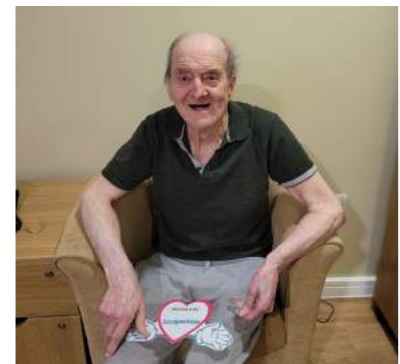
"One lady had never had curry before - at 98 years young, she absolutely loved it"  
Ruth tells us.



## Send a Hug Day



People at Elmhurst spent some time decorating a hug to send to someone they care about.













## Inclusion Matters

### Inclusive language

Language is a powerful tool for creating a welcoming and inclusive environment, however we all know how it feels when words make us feel left out or devalued. How a person sees themselves and the terminology and language they feel comfortable with can be very personal.

We understand that people might find these conversations uncomfortable or be worried about getting things wrong, but language creates a common understanding, and we should not be put off talking about inclusion and learning about how people identify and their lived experiences – when we're talking to people, we should be open and honest in finding the language they feel comfortable with.

Language is always changing, and, in many instances, there will not be a single 'right' way, there are no real rules as everyone is an individual

#### What if I get it Wrong?

*“Do the best you can until you know better. Then when you know better, do better”*

*Maya Angelou (American Poet)*

If you are making the effort to use respectful language and be inclusive, then it's OK to make mistakes along your journey. When we are learning, we get things wrong sometimes. If this happens, apologise, learn from your mistake and move on without getting defensive – you can keep trying and do better next time.

Thanks to the Inclusion Working Group at Bury Council for the article and you can read more about inclusive language on our Intranet page.


Inclusive language will be discussed in our Staff Workshops this year - see page opposite.

#### **Disabled Employee Group Meeting - 15th March 11:00 - 12:00**

The Disabled Employee Group meetings are your opportunity to be heard on issues that affect **you** on a daily basis. It's a great way to get the support you need and make change happen.

The meetings are fairly informal and are conducted in the strictest of confidence over Teams and it's fine if you cannot stay for the whole hour. Please check the intranet for the link.

Visit the intranet page for further reading

 <https://www.personasupport.org/cultural-calendar>

## Staff Workshops

We are pleased to say that this year these will be held face to face, bringing back one of the things that we love most about them – seeing and catching up with others across the organisation that we may not have seen for a while! The focus of the staff workshops will be:

### Empowering Language

The purpose of the session is for us to reflect on the language that we use as part of our day-to-day interactions with everyone - customers, each other, families, carers and other professionals. We will explore:

- *How we can use language to ensure that everyone understands and can collaborate effectively*
- *What is appropriate language and what do we need to think about in deciding that?*
- *How we can de-stigmatise language*

In addition, at the start of each workshop we will have our Marketplace session giving staff the opportunity to find out about some key updates within Persona. This year these are:

- **Our Strategy**
- **Care Control**
- **Bury Shared Lives**
- **Wellbeing Hub**



Anyone in Day Services or Head Office will be released to attend one of the sessions. Those working in Supported Living, Extra Care or Short Stay who cannot be released during working time will accrue 4 hours for attending the session, which can be added to your hours balance and paid or taken back at another time.

We appreciate that for some of you this will involve committing some time that you would not normally work. Where this happens you will be credited those hours and we hope that this means you'll take up this unique opportunity to be part of something fantastic across the whole of Persona - please don't miss out.

Your managers will be working with you to agree which session you want to attend. Places on sessions are not limited but we do need to know who's coming in advance so please ensure you book on.

The location of the sessions is to be confirmed, keep an eye on the intranet for details and for how to book.

Staff Workshops will take place over 4 days, with 2 sessions taking place each day.

The dates are:

- **Thursday 12 May** - 9.15am – 12.45pm and 1.30pm – 5pm
- **Friday 13 May** - 9.15am – 12.45pm and 1.30pm – 5pm
- **Thursday 9 June** - 9.15am – 12.45pm and 1.30pm – 5pm
- **Friday 10 June** - 9.15am – 12.45pm and 1.30pm – 5pm



<https://tinyurl.com/StaffWkshp>



# BACK PAGE NEWS



Take a walk and see if you can find any of these flowers!



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](mailto:info@personasupport.org)

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