

PERSONA NEWS



We support people to live their best life

Staple Down Here To Make This Into

An Easy Read Style Booklet

Message from Kat

This month Persona is 9 years old. How did that happen? Those years have passed by in a flash and as they have I've seen our amazing organisation grow and develop along the way. Over the years we've developed a robust infrastructure and a strong culture. Our approach has matured and we have refined, developed and improved.

Not everything we have tried has worked and not everything we have done has gone to plan, but we've learned along the way and tried to embed that learning into the way we move forward.

Every change we make takes a step further along our journey and sometimes it's good to look back and recognise just how far we've come over that 9 years.

Since our creation in 2015 we've welcomed many new team members and everyone brings their own unique qualities to add to the Persona toolbox.



We've become much more digital with all services now up and running on electronic care planning and a number of other digital technologies in place to support our work and improve the quality of care we provide.

We've improved our quality for people we support and the quality of employment for our amazing team. We've worked together to take the concept of an organisation and make it a real, living, breathing entity with values that underpin it and an ambition to improve lives driving it.

It's not been without its challenges, but we should take pride in the organisation we have created, taking confidence that we have achieved so much already and that the skills we have built along the way will enable us to continue to improve, grow and develop in the coming years.

Thank you all for playing your part in making that possible.

Kat

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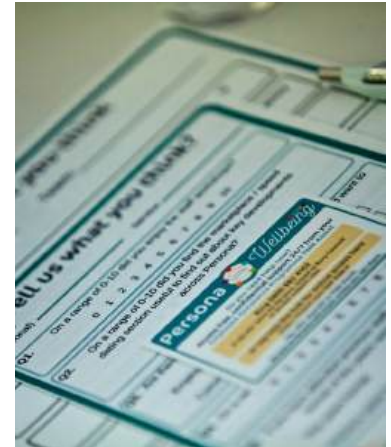
STAFF WORKSHOPS: MORE DATES

It has been great to see so many members of staff attend our recent workshops where we have discussed our new strategy.

We have heard some amazing examples of how we are being enabling, as well as how we can start to be.

We've managed to see the majority of people at a workshop over the past few months, but so that no one misses out we will be arranging some final mini sessions.

Keep an eye out for details of dates, times and locations coming soon:
<https://tinyurl.com/StaffWkshp>



REFER A FRIEND

Refer someone you think will be a good match to work at Persona 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>



CHRISTMAS IS COMING

Christmas is fast approaching!

Save the dates for:

- Elf Day (4th December)
- Christmas Jumper Day (12th December) - don't forget to send us your pictures on the day by 12pm to feature on our social media!

Got some festive plans? Let the Comms Team know so they can help spread the word! Fill out the Asana form: <https://tinyurl.com/AskComms>



Our annual PersonAwards took place on the 3rd October at The Fusilier Museum and were a roaring success!

This year's winners are...



Respectful Award - Grundy Hub



Enthusiastic Award - Debra Roberts



Adaptable Award - Supported Living



Caring Award - Grundy Hub



Honest Award - Lisa McLaughlin*



REACH Award - Michelle McMahon

*award collected by Lisa Duggan & Carmen Gillon-Weerasinghe



Special Recognition Award - Ste Greason



Hosted in the Minden Suite, guests were welcomed with a complimentary raffle ticket and an arrival drink before entering a colourful wonderland festooned with fairy lights.

The room had been transformed with festive paper garlands, fans, and tables were decorated with bright balloons.



We started the night by recognising our Rising Stars for all their hard work over the past twelve months.

Then we enjoyed chips, peas and pies followed by a selection of sweet treats!

While we ate, guests were blown away by Miss Magic's mindreading and magic tricks.

There were five raffle prizes to be won and the winners were chosen by guests between each PersonAwards winner announcement.

The prizes were:

- a bouquet from Palmer's Florist
- a £20 Amazon voucher
- a bottle of champagne
- an afternoon tea for two
- a voucher for a 2-night stay at REACH Retreat



Congratulations to our winners and finalists!

Thank you to everyone who took part by nominating, voting and everyone who came to celebrate with us and who contributed to the success of the evening.

For more pictures & videos, click:

<https://tinyurl.com/PersonAwards>

Care Control Implementation – Phase One Complete!

Persona and Care Control have reached a huge milestone. At the end of September, all Persona services (except Shared Lives) now use Care Control to manage care plan information, record support notes, and track personal tasks required by people we support.

I have been on this journey with Lorna Prowse, our Care Control key account manager, since January 2019, when we launched our new extra care facility, Peachment Place. That means I have been working on this project for 2,093 days, which is five and three-quarter years of my life!

This has been a huge team effort. Rose Taylor joined the team in May 2022 as the Care Control systems officer, to support you with training and help you use the system day-to-day. We have needed the expertise of Angela Duncan day in and day out, for troubleshooting wi-fi and devices. I cannot thank Angela enough for her constant efforts to ensure we deliver the project. There have been a few twists and turns along the way. It has not always been straightforward, and with all big projects – especially involving technology - you must be prepared for any eventuality. Our **adaptable** and **enthusiastic** values certainly come in handy.

Below are the current totals of care notes made in each service on Care Control. By the time you are reading this, we will also have reached another milestone – more than one million care notes will have been recorded on our system!

Persona Service	Start Date	Care Notes Recorded
Peachment Place	January 2019	282,000
Learning Disability Day Service	April 2021	173,000
Elmhurst Short Stay	August 2022	464,000
Woodbury Short Stay	June 2023	10,900
Grundy Hub Get Social	September 2023	29,000
Supported Living	May 2024	36,000
Total to 24/09/24		994,900

Some services are already using Care Control to complete incident forms (P1A's) for people we support, and site-based tasks. Peachment Place manages care visits using the rotas. We've tested the electronic medication function, rota systems, payroll, and shared care plan function across services, and we continue to work with Care Control to secure improvements to these systems.

There is still work to be done to introduce other functions in services. We are already working with the team at St Mary's Place, with the move to enabling people we support, by testing the 'goal outcomes template' on Care Control. Managers want the audit and compliance forms available on the system, and work will start on that shortly.

I want to say a huge thank you and well done to everyone for your hard work and support with this transition. Let's celebrate how far we have come and look forward to exciting things ahead.

Written by Clair MacKinnon, performance & information manager

Any questions? Join us at the Care Control Huddles:

<https://tinyurl.com/CCHuddle>

PERSONA THEMED QUARTER



Workforce



The focus of this quarter has been around our workforce and spreading the word about Persona! This entailed a lot of external events and involvement with schools and colleges.

During the Workforce Themed Quarter we have:

- Worked with The Heys School to deliver a workplace safari which involved a group of students spending the day at Persona, taking part in a variety of activities to find out more about working with people with dementia and/or people with a learning disability
- Attended a career fair aimed specially at year 10 and year 11 students to talk about pathways into roles in social care
- Attended a jobs fair run by the Jobcentre Plus and met a variety of people who have a range of transferrable skills that they could bring to roles at Persona. They have registered on our vacancy mailing list, so that they hear directly from us when we are advertising roles.



- Met career leads for Bury high schools, where we have booked several assembly sessions and careers fairs later in the academic year. We will meet with students and explain the variety of roles in social care and what is involved
- Started confirming several placements for college students who are studying health and social care across our services, so they can build on their learning and develop their practical skills
- Started developing a session for care leavers in Bury with Bury Council and the Integrated Care Partnership, to share the variety of roles in health and social care and the opportunities available for them across the care sector in Bury

A massive thank you to all teams, managers and staff who have been involved in these events. If you have any ideas or suggestions of things we could do to encourage people to choose working in social care as a career, then contact the workforce team: workforce@personasupport.org



Click here to read more about our Themed Quarters:

<https://tinyurl.com/ThemedQuart>

Ambassador Update






In 2023 we launched a brand new approach to employee engagement at Persona: our ambassador model. We launched it at the staff workshops and we looked for people to put themselves forward for ambassador roles in topic areas aligned to our strategy. These were:



We felt that by having a member of the workforce with a passion for that topic working closely with us, we could make better progress in that area, and better understand the perspectives of our team around that subject. Each of the ambassadors would work with a member of the leadership team who could support them in their role and we introduced the option of each ambassador having access to a small number of paid hours per month to undertake their role if needed.

It was a huge leap of faith as the model was completely new to us and we have very much evolved it along the way. You might call it building the plane whilst flying it!

We were thrilled to have some fabulous members of the team step forward to take on the roles:

 Carmen Gillon-Weerasinghe Green Ambassador	 Cathy Stimpson Workforce Ambassador	 Mike Moore Digital Ambassador	 Darcy Blamire Wellbeing Ambassador
 The ambassadors work alongside our staff director, David Pope, to capture insights from the workforce and to support two way communication on key areas.			

Every ambassador's journey has been different. They have spent time with different teams and been supported to identify what was important to those teams and then take forward pieces of work based on this.

Cathy spent time understanding different roles across Persona and has used this to support job and career events - promoting social care to prospective new recruits and bringing her perspective as someone who changed career into social care to those discussions.



Carmen has been working with a number of teams, and the Your Voice Committee, to promote green initiatives and empower teams to make green commitments.



Mike has been supporting in the implementation of Care Control (read more about this project on page 6) and providing peer support to people around basic technology access such as passwords and accessing payslips.

Darcy has focussed around promoting existing initiatives such as Medicash and the Zen Room, understanding the barriers to accessing these, and also developing support options for wellbeing champions to ensure they have access to up to date resources.

Keep up to date with our ambassadors, read their blogs: <http://tinyurl.com/PersonaNews>



12 months in we reviewed the ambassador model in partnership with the ambassadors and the staff director, to understand what was working well, what needed to change and ultimately where we wanted to go with the model in the longer term. Everyone was unanimous that they wanted the ambassador model to continue and not only that, the existing ambassadors wanted to carry on in their role. Not everything had worked well so there was a need for some tweaks and changes, for example, reducing the frequency of the monthly blogs that each ambassador writes as it was feeling a little overwhelming. However, on the whole the ambassadors felt really positive about their role and welcomed the opportunity to learn, develop and to be able to progress in an area they really cared about. We reviewed the 4 topic areas in line with the latest strategy and felt that those were still the areas we wanted to focus on going forwards.

One thing that was shared by all ambassadors was the feeling that more could be achieved with more people, and so we agreed that we would seek an additional ambassador for each topic area.

We've already managed to find some additional support for wellbeing from John O'Connor and Coral Mulligan, and we've also had some fabulous support from Martin Hankinson on workforce, attending a recent careers event to promote social care.



We still have an opportunity for an additional ambassador in digital and one in green.

If you think this could be a good development opportunity for you and it plays to an interest that you hold, please get in touch with either:

- ✉ Kat Sowden - Kat.Sowden@personasupport.org
- ✉ Mike Moore - Mike.Moore@personasupport.org
- ✉ Carmen Gillon-Weerasinghe - Carmen.Gillonweerasinghe@personasupport.org



Our New Service: St Mary's

You may have heard that St Mary's opened on 2nd September. This is a brand-new service for 8 young people aged 18-25 with a learning disability and/or autism, consisting of 8 self-contained flats in the centre of Bury. It is quite different from other services in Persona and is unique within Bury, as people will be living at St Mary's for up to two years before moving on to more independent living. The ethos of this service is very aligned with the Persona 3-year strategy and will enable young people to gain skills, confidence, and work opportunities over their time at St Mary's.

To read more about our Persona strategy, click here: <https://tinyurl.com/PersonaStrategy>

It's been a busy few months, meeting and assessing the young people, building a staff team and forming relationships with families.

In preparation for the service opening, families and prospective tenants visited St Mary's whilst renovations were being completed and we also held an afternoon

event at The Green Café for the people we support, their families and staff to get to know each other and to get more familiar with each other.



The St Mary's staff team is a mixture of people already working at Persona who were interested in supporting young people, along with some new staff who have joined us. One of the people who has now moved to St Mary's was part of the interview panel and helped us to decide who we employed.

This ensured that we chose people with the right approach and understanding of young people and by working together, we got a great team. We held a 2-week induction which included specific training, team building, and we also involved family so that we knew as much as possible about the people moving in. St Mary's is the first of 3 new developments over the next few years which are opportunities for existing staff to work in exciting new services.

If you are interested and would like more information about future opportunities at St Mary's, please don't hesitate to contact Helen at Helen.Lavers@personasupport.org



Big thanks to Nicola Depledge and the St Mary's team for pulling out all the stops to get the service opened on time and supporting people into their new homes.

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Improving Our Services And Quality Survey 2024

At Persona we are always striving to improve our services, and over the next few months our quality manager and the leadership team will be starting to gather feedback on your views on a number of topics, e.g. staff wellbeing and how that is being delivered to you in your workplace.



We want you to be open and **honest** and have the freedom to speak up about your personal experiences so that we can improve how we do things, whatever service you work in. We will be contacting you either by telephone or during visits to services.

We will be speaking with families, visitors and other professionals who use our services for their feedback and views too.

If you would like to speak to a manager directly, contact details can be found here: <https://tinyurl.com/AsanaForms>

National Inclusion Week 2024

Our inclusive recruitment approach has been in place for over 18 months, which gives us a great opportunity to reflect on what we have been doing, what's working well and more importantly what impact it is having!

As part of National Inclusion Week, where this year's theme is Impact Matters, we took the opportunity to speak to Laura Wolstenholme, head of people and communication, about Persona's approach to inclusion.

We asked Laura to tell us a bit about why Persona changed their approach to recruitment and the impact this has had:



Recruitment had been challenging for us. We were struggling to attract people to our roles, which meant recruitment was just a constant cycle of advertising and interviewing.

Since we implemented the new approach back in January 2023 we have seen a big increase in the number of candidates applying for our vacancies, being successful at interview and starting as new staff members at Persona. This in turn means there are fewer vacancies and gaps in the rotas that need to be covered.

There are still some areas of the organisation where we have recruitment challenges and we're working with the teams to improve this, but overall we are now seeing good, quality candidates apply, join us and stay with us at Persona, which is a better position than we were in 2 years ago.

To read more, click here: <https://tinyurl.com/NatInclWeek>

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Ideas Hub Update

Our Ideas Hub is back for 2024 and the votes are in! You submitted your ideas, then chose the winners of this year's £25,000! And the winners are...

Bolton Road: Allotment

The allotment is overgrown to the point where it is not currently usable. The group are keen to get the allotment back in a usable state so people we support can take part in gardening activities and connect with nature.

Bolton Road: Outdoor Space

The group want to enhance their space by creating a safe, shaded outdoor area that people use. They would benefit from having additional sheltered space for activities and for people to relax in.

Elton: Person In A Shed

A weather-proof outdoor space equipped with tools and equipment so people can undertake a range of woodwork projects. It will be open for anyone to use and there will be a handbook of items to choose to make, such as bird boxes and planters.

Woodbury: Activity Room

The team want to repurpose an available room by putting some floor mats and beanbags in there to give people a place to chill out, away from the main living space. It also gives more opportunity for different activities.

Menopause Day Event

We will be holding an event to help raise awareness of menopause to people we support. The funding would ensure that refreshments, lunch and goody bags could be provided to the 20 attendees.



Congratulations to all the winners & we will be in touch to get your projects underway.

Thank you to everyone who submitted an idea!

If your idea wasn't successful, we hope to run the scheme again each year. Ideas that fit well with the Persona strategy and are led by people we support will be stronger so start thinking now to give yourself time to develop your idea ready for the next opportunity.

Click here to read more about our Ideas Hub:

<https://tinyurl.com/IdeasHubP>



Thank you for giving me the opportunity to have my work placement with Persona in June. I enjoyed working in Elton Community Centre with Kath, Ann, Sue, Andi, Carrie, Caroline, Kirsty, and Allison.

I found it really useful to be in a real workplace; the most important thing I learnt was having that comprehension and supporting people with their needs. This will help me prepare for the world of work by having a wider and better open-mindedness as well as improving my confidence to face people and support them whether in good or bad terms of event.

The placement also helped me to realise that I have good skills in understanding, patience, and humour and that I can do more to develop my skills in confidence with talking and taking immediate response to support people.

Thank you for taking the time to organise my placement and showing me ways to help and support people with certain conditions and how you provide different care for them. It was a great experience for me to explore different parts of health care services and to discover new things about myself through the things my placement taught me. I would happily and willingly come back and have time to work with Persona and in Elton again!

Yours sincerely, Kaitlin



May I take this opportunity to thank you all for your courtesy and kindness during my recent stay at Elmhurst. I look forward to seeing you all again. You are all super folk! - Doug

Thank you from me also. Douglas is full of praise for you all - Nancy



To everyone of the staff. Thank you so much for the care you have given me over the last few weeks. I don't know what I would have done without you all. Thank you everyone!

This is the second time I have made comments relative to my attendance at Grundy Hub and the staff who look after you when you attend there on a fairly regular basis. My first letter commented on the wonderful manner the staff look after you while in attendance, nothing is too much trouble for the staff and they excel in the manner they look after those attending Grundy Hub. They are a credit to you and you will no doubt be delighted to hear this, I have been attending Grundy Hub for over 2 months and feel pleased to comment on how well we are greeted. They do you proud and their kindness is given freely by all members of your staff and I offer you my sincere thanks for the manner in which we are treated when visiting.

Yours sincerely R. Barlow



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!



Fiona Parmanand

Respectful

I would like to nominate Fiona as a few weeks ago while on a wellbeing session I noted I wasn't having my best day. Fiona demonstrated all the Persona values, but on this occasion she was able to listen **respectfully** and then generously shared a couple of resource ideas. I was able to be proactive and I feel in a much more empowered place. Thanks to Fiona I have learnt new coping strategies which I can cascade to others if necessary. Thank you for your restful wisdom Fiona.

Escape Team

Enthusiastic

Escape organised and produced Escapes Got Talent on 22nd of August at Sunnybank Centre. Staff have worked tirelessly with the people we support to enable them to make their idea of presenting a talents show to everyone at LDDS and the families of the people supported at Escape. The show consisted of hilarious stand up comedy, sing and sign, singing, rapping, dancing and a miss-sung lyrics act which had everyone belly laughing. As it was so successful, the team of acts are now working with staff to turn it in to a road show to move around Persona services so everyone can experience the feel good factor they bring and a good old belly laugh.

Stephanie Robinson

Adaptable

Stephanie has really been growing into her new OSO role and has supported the team by offering to manage services in the interim whilst waiting for a new service manager to start. Stephanie has been working hard to get matters in order within the services so that they are ready for the new service manager coming on board. Stephanie has been using her initiative and getting on with the job and ensuring KPI's are completed.

The Green Community Café

Caring

Thank you to all the staff and volunteers at The Green, we have held our recruitment events there for our second year and without your support these would not be as successful as they are, thank you for making Shared Lives feel welcome when we use The Green.

Jacqui Roberts

Honest

Jacqui saved me having to re-work some figures this week, by noticing gaps in data I had been given, taking the time herself to gather the missing data and providing me with correct information. I'm very grateful for her diligence, prompt action and assistance.

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...



Amy Mellor
Respectful



Hassan Akram
Enthusiastic



Richard Yates
Enthusiastic



Sunnybank Team
Enthusiastic



Angela Duncan
Adaptable



Daniel Jackson
Adaptable



Faye Clifford
Adaptable



Michelle McMahon
Adaptable



Stephanie Titchener
Adaptable



Bolton Road
Caring



Lostock Walk
Caring



Kelly Redford
Caring



Carol Heap-Greenhalgh & Mohammed Javid
Caring



Shared Lives Team
Caring

Well done & congratulations to you all!

Healthy Guts, Healthy You!

Looking after our digestion is more important than we ever realised; research shows that our gut health affects our

- immune system
- mental health
- heart health

Our guts are full of microbes that keep us alive and we need to take care of them to stay well.



To keep your microbes healthy, choose foods, drink and eating patterns that support your gut health, so they can

- digest your food properly
- regulate your immune system
- produce chemicals that help with things like blood clotting and bone, nerve and brain health



Here are **5 simple lifestyle tips for a healthy tummy** from the NHS:

- beat stress
- stop smoking
- eat well for your digestion
- lose excess weight
- don't binge drink

Take these simple steps even further by eating:

- 5 or more portions of different fruit and veg a day
- a mediterranean diet with extra virgin olive oil, nuts, seeds, beans and legumes
- fermented foods like live yoghurt, kefir, kimchi, sauerkraut

6 foods for a healthier gut:

swap:

- crisps for popcorn
- salted peanuts for dried fava beans
- ice cream for frozen berries with live yoghurt or kefir
- sweets for dried mango
- some broccoli for a mixed veg stir fry or sauerkraut

add:

- half a can of lentils to your bolognese sauce



Find more detail on all of this plus links to advice for everyone and for night workers on the Gut Health page <https://tinyurl.com/GutHealthP>

Stoptober 

Do you smoke?
Wish you didn't?
Get advice, tips and the free Quit Smoking app here
<https://tinyurl.com/StopSmokingP>

Please share these tips with your friends, family & people you support

Back Care Awareness Week

Back pain can be frightening and feel limiting but there are lots of things you can do every day to keep your back well, or to help it heal if you injure it.

The Versus Arthritis charity recommends:

'As far as possible, continue with your normal everyday activities as soon as you can and keep moving. Staying **active** will help you get better.'

Want to know more? Click for links, how to keep moving* and when to see a doctor: <https://tinyurl.com/WBBackCare>

*PS no need for gym gear and you only need 2 minutes to start making a difference.



World Mental Health Day

Do you know what mental health support is available to you?

Your **Wellbeing Hub** is full of suggestions, contacts and things to try right now, including:

- Choose your own support by phone, messaging or text in **Access Confidential Support Now**
- Talk to any of our **wellbeing champions**, no matter where you work. Some are trained mental health first aiders too.
- Get professional support from **Your Care via Vivup**; helpline and counselling 24/7
- Topic pages:
 - | **Stress** <https://tinyurl.com/PWBStressTP> | **Know Yourself** <https://tinyurl.com/PWBKnowTP> |
- **Wellness Action Plan (WAP)** - you can fill this in and share with your manager to get the support that's right for you <https://tinyurl.com/WBWAP>
- Toolkits for:
 - **Stress Talking** (for conversations with your manager) <https://tinyurl.com/StressTalkKit>
 - **Resilience** <https://tinyurl.com/ResilienceKitP>
- **Reasonable adjustments** can help you stay well in work <https://tinyurl.com/ReasonableAdjP>
- **Night workers** have specific issues that can affect their mental health. If you work nights, take a look at this <http://tinyurl.com/NightWorkWB>

Visit the hub homepage here <https://tinyurl.com/WBHubP>

World Menopause Day



Real all about our October menopause event for women with a learning disability and see all the resources from the sessions, including the Easy Read guide we've written called 'What is menopause' <https://tinyurl.com/MenoAwareBury>

For menopause support for you, a loved one or someone you support:

- visit the hub pages here <https://tinyurl.com/MenopauseP>
- speak to a menopause wellbeing champion here <https://tinyurl.com/WBChampions>
- come along to our quarterly Menopause café - everyone is welcome <https://tinyurl.com/menopausecafe>

Keep an eye out for our wellbeing event on 28th November - details soon!

<http://tinyurl.com/StaffEventsP>

Spot the difference

There is one difference between these two ads, can you spot it?



REACH
Retreat

£300 - 2 nights (off peak only)
£700 - 3 nights weekend or
4 nights weekday
£1400 - 7 nights

'I would recommend this to anyone wishing for a break, you will not be disappointed.'

Book an accessible break in Carnforth now!



REACH
Retreat

£300 - 2 nights (off peak only)
£700 - 3 nights weekend or
4 nights weekday
£1400 - 7 nights

'I would recommend this to anyone wishing for a break, you will not be disappointed.'

Book an accessible break in Carnforth now!



That's right - it's only the year that's changed!

Book now for 2025 at 2024 prices:

<http://tinyurl.com/BookREACHRetreat>

Looking to go away before the new year?

We have availability until the end of December!

Summer Soiree

Grundy Hub's annual summer soiree was a sell-out! With a groovy 70's vibe, thrilling raffles, and live music, what more could you ask for?

A great night was had by all, as they seemed to be transported back in time, capturing the essence of the disco era with in-house entertainer, Greg.

The anticipation is already building for Grundy Hub's annual Not So Silent Night in November - we hear everyone is counting down the days!



Musical Performances

Over at Elmhurst everyone has been treated with performances from the likes of The Moonshiners and the UkyBoBs!

Afternoons of dancing and singing were enjoyed by all.

Jill Rhoden, customer relations coordinator, says 'our residents loved it!'



We Are Shared Lives!

Paul joined Bury Shared Lives as a day support carer and is getting his house ready to offer short stay to people too.

"My grandparents were foster carers and they are my main inspiration for becoming a carer. I never realised what a difference a few hours of support a week can make to someone's life. It's so fulfilling when people who have struggled to blend in or to do certain activities are able to do those things with my support. When I help people develop their skills, they gain confidence and no longer feel lonely or misunderstood.



During day support we go out to the cinema, art galleries and museums or we play games. Two people I support come at the same time, so I can enable them to develop a friendship with each other too.

I'm hoping short stay will give me an idea of what long term support is like, as I'd like to do this in the future too. I wanted my house to be safe, welcoming and up to date, so I've had the house rewired and I'm redecorating. I'm looking forward to helping someone for longer periods of time as the positive impact can be much more. Short stay is a great way to give people a change of scenery and it means their family or main carers can have a break too.

During short stay we might cook together or go for a walk. If they want to get involved in doing the gardening or the washing up I'll be happy to help them develop those skills - otherwise they can

sit back and enjoy the break which they might not get when back at home – the choice will always be theirs.

I'd like to become a full time carer one day as, even though a number of long-term service users are quite independent, I want to give them the support they deserve and be around all of the time.

The Shared Lives team have given me a lot of advice, and I know they'd help me with anything if I asked. They answer any questions I have and are great to work with."



Read the full article and Paul's thoughts on why Shared Lives is such a great scheme:

<https://tinyurl.com/2ejt8tys>

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Aloha Queensberry!

Queensberry pulled out all the stops for their Hawaiian themed party.

Connor, who we support at Queensberry, used his DJ skills to play a mix of songs for everyone to dance to.

With leis galore and a BBQ sizzling, it would be hard not to have a good time! Looking at the smiling faces, it's clear a great day was had by all.



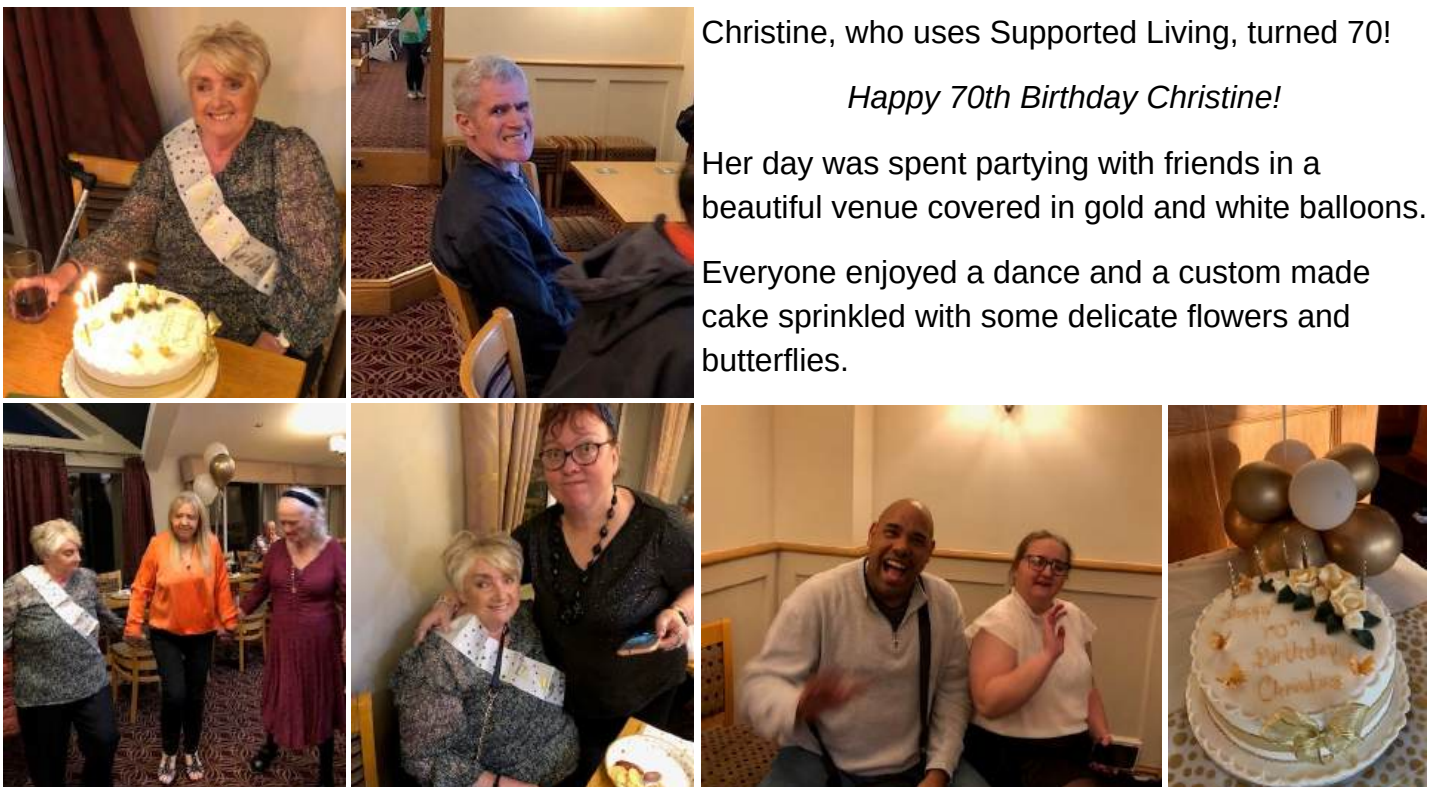
Christine Turns 70

Christine, who uses Supported Living, turned 70!

Happy 70th Birthday Christine!

Her day was spent partying with friends in a beautiful venue covered in gold and white balloons.

Everyone enjoyed a dance and a custom made cake sprinkled with some delicate flowers and butterflies.



When Two Became Three

Peter and Ralph have been housemates for 11 years now, and it's been Peter's long-standing wish to move into a bungalow. So, when the opportunity arose, he leaped at the chance!

Even better, Ralph was happy to move with him, plus they welcomed a new friend, George, into their trio.

Michelle McMahon, service manager, tells us: 'Peter is very proud of his new home, Ralph is loving the extra space and George likes being more independent and making his own decisions. Though it was a lot of hard work, the results speak for themselves with 3 happy guys looking forward to enjoying their new home'.

To read more, click here:

<https://tinyurl.com/2nt9hy87>



Sunnybank's Summer Bash

The team at Sunnybank went all out for their summer party!

With an array of colourful, vibrant balloons and bunting, the room turned into a party paradise.

The dancefloor was full as everyone enjoyed a dance, while there was a cosy hammock in the corner for those who wanted space to relax.



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Liz Joins The Interview Panel

Carmen Gillon-Weerasinghe, manager of our Learning Disability Day Service, asked Liz, who attends The Elms, if she would like to be part of the panel interviewing new staff.

This enabled Liz to have an input on two of the questions asked and to chat with interviewees. The questions she came up with were:

- what experience have you had and what jobs have you had before?
- do you like doing activities?

We asked Liz a few questions about her involvement on the day and how she enjoyed it: 'I found it interesting, learnt a new skill and enjoyed doing it' she tells us.

Liz says she wanted to find the best person for the job and that people we support should be involved in the interview process as 'we know what people make good support workers'.

Read more here: <https://tinyurl.com/bp8he77v>



Escape Outdoors!

Over the summer, Escape has been on an abundance of fun, social outings!

They strolled through Heaton Park, where they met some adorable pigs, enjoyed a picnic and even took a spin on a ride.

We also hear that the Jersey Girls at Woodhill Farm threw a private petting zoo party just for everyone at Escape. It was a day full of fun as everyone got to snuggle some fluffy bunnies and give cute calves a good pat!



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How Are We Helping Young People Looking To Start A Career In Care?

One of the focusses of our 2024-2027 Persona strategy is our wider impact. Under this falls our goal to develop a clear pathway for early careers and help young people to understand what it really is like working in social care. Here are a few ways we've done this so far:



We held our first work safari, as we welcomed students from The Heys School to join us for a day and see what it's like working in social care. This was arranged by Greater Manchester Combined Authority to give young people the chance to connect with workplaces, build their knowledge and find out more about the variety of job roles available. We are looking forward to holding more of these safaris in the future.

We have visited schools' career fairs aimed specially towards years 10 and 11. We have also booked to go to more high school assemblies and career fairs for 2025!

Read more about this on page 7.



We are pleased to offer opportunities for students to do their placements with us.

So whether you are/know someone who is:

- at school and looking for some work experience
- at college studying and looking for a placement as part of your course
- considering working in social care but want to find out more about what's involved
- looking to volunteer and share your experiences in a social care setting

then we are here to support you!

For more information, click here: <https://tinyurl.com/ypecs4sy>

For more information on what it's like working with us, click here: <https://tinyurl.com/ycxjbvuy>

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Goodbye & good luck to Ingrid Cooper!



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UPCOMING EVENTS

16th October



**Bingo at
The Green**

16th October



**Activate Sessions
at The Elms**

17th October



**Sunnybank
Soft Play Session**

17th October



**Ageing in Place
Chat & Craft**

17th October



**Ageing in Place
Seated Zumba**

Looking for a party? Check these out!

31st October



**Elmhurst's
Halloween Party**

2nd November



**Halloween at
The Green**

28th November



**Grundy Hub's Not
So Silent Night**

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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