

Imagine Act Succeed



Listening with intent, acting with purpose

IAS Newsletter Edition 33

New beginnings at Fiona Gardens



Lounge

IAS have taken on an exciting new role at Fiona Gardens. Fiona Gardens an extra care apartment complex and Trafford Housing Trust have developed and built the complex.

IAS have been working in partnership with Trafford Housing Trust to become the onsite provider for all the background support and response to the 24 hour monitoring system that is installed in each apartment.

Tenants pay a "wellbeing charge" and this covers some of the cost of the emergency alarm system and the support that is provided. It also goes toward covering the cost of onsite facilities and events that contribute to people's well-being. IAS believe that this innovative wellbeing charge and the service provided is key to people having the right mix of independence and support. As an experienced support provider IAS are also able to offer personalised individual support if people wish to purchase it.

Fiona Gardens is in the heart of the Sale community and is built and finished a high standard. It has facilities that can be used by wider community such as a café / hair salon. There are some beautiful rooms available to hire for meetings and an incredible sensory suite. It's a real opportunity for the local community to come together and we will actively encourage this community involvement.

We are very proud to be part of this with Trafford Housing Trust.



Restaurant

Fiona Gardens Team



Sensory Room

Lots to Celebrate in Wigan



It was that time of year again where the Wigan Networks came together to celebrate the efforts of not only support workers but tenants as well.

The day was held at the Cricket Club and proved to be very successful. Special guest was David Julien, local singer, who graced our screens on "The Voice" earlier this year. David was brilliant, his interaction with the tenants was wonderful. Everyone was very impressed with him.

After about an hour of David's songs (his own as well as cover versions), it was on to the

awards for support workers, nominated by other colleagues for going that 'extra mile'. First up was Steve Connor (nominated by Diane Hollingsworth) for his efforts at Railway Road. Also his input at the Wednesday Club. Diane said it was a pleasure to have him in the team at Railway Road.

Next was Stephen Cleworth. Stuart Lambert presented Stephen with his award for his efforts at The Avenue with Martin Atherton and improving his life style immensely. Sue

Foster was nominated and Claire Corkhill was there to present her award. Claire said a few words and she 'loved Sue to bits'. Next came some awards for the tenants completing a Basic Food Hygiene day through the Make & Bake on a Thursday. They were all very proud to receive their certificates.

A special award was given to Joe Badrock from Wycombe Drive and his support staff, Billy Meadows, for a great achievement of swimming a mile at Lake Windermere for Christies Charity. A great deal of effort and encouragement went into this event and Joe thoroughly enjoyed himself.

There was then more singing from Diane Hollingsworth who did the 'Railway' song and then dueted with David. David closed the afternoon off with a few more solo songs and some tenants actually got up dancing. It was a fantastic afternoon and a good time had by all.



RYAN'S WISH LIST

Ryan started a 'wish list' a few months back which has enabled him to fulfil many of his aspirations. Ryan says of his wish list "It's great, I love it!" He has already completed a lot of his wish list and has really enjoyed visiting lots of falconry

places, nature reserves or animal sanctuaries. One of Ryan's passions is Birds of Prey and he's really enjoyed being able to fulfil his love for animals, and has been really hands on with many animals, holding different birds and even took llamas for a walk!

Ryan has been trying new, wacky foods, (jellied eels and the spiciest curry in Rusholme were on his list!)

A visit to Real XS radio is another tick on the list. Ryan met his favourite radio presenters and was shown around the studio.

The next thing Ryan is looking forward to is a rally racing trip next where he can pick the sports car he would like to be driven around in. As quick as Ryan ticks things of the list he is coming up with exciting activities for the future!



THE PERFECT FINISH!



In the last newsletter you will have read about our new home at Railway Road. Well, things have been going brilliantly and since everyone has moved in they have been eagerly awaiting the conservatory being finished. It's the final piece that makes the place perfect! Everyone had lots of good ideas on how it would be used.

Joanne, Diane and Mandy went to look for some furniture and got the perfect thing in B&Q and they delivered it the next day. Everyone had input putting it together, even though some people only supervised!!!

There has been a few parties already, John and Peter had a joint birthday party, John did the DJ-ing and everyone had a lovely time dancing and enjoying each other's company. The general let tenants came as well and had a really good time.

Another 2 parties have been planned as well as a pamper evening, sing-a-long and a bar-b-que.

The conservatory has brought everyone together and we thoroughly enjoy spending time together.





Sing Along Sundays



Our names are Patrick and Roy. We recently moved into our own flats at Elmridge Court. We like to live here as we have our places but also access to a communal room where we can get together with all the other people that live here.

We thought it would be a great idea if we hosted an event where everyone who lived here could get together and enjoy. Along with our support staff Pat and Alison, we were delighted to plan a Sunday afternoon get together. We did some shopping for refreshments and flyers went out to all the flats informing everyone of the date and time.

Sunday arrived and we were excited to get set up ready for our afternoon. Alison and Pat had provided music which was projected onto the large TV in the lounge

with words to the songs a bit like karaoke. Everyone who came really enjoyed singing along and there was a lot of dancing, it was really nice to see everyone getting involved.

After the event had finished we sat and chatted for quite some time everyone asked our staff when the next one would be held.

We along with Alison and Pat are currently in the process of arranging another event which will hopefully be on one Sunday every month and we are calling it Sing Along Sundays

We can't wait for the next one!

Patrick & Roy





Road to Recovery

This is a tribute to Andrew Critchley's strength and determination and a big thank you to the people around him.

In April 2013 Andrew caught measles and went from being a lively outgoing young 21 year old with his future ahead of him then to being in hospital for 35 weeks requiring 24 hour support from his staff team in hospital team. Andrew shared his home with Jonathan, and both Andrew and Jonathan who have autism, need familiar staff around them. Of course with staff needing to be at the hospital and staff also needing to be with Jonathan the pressure was on!

Not only this but Andrew's family and his staff needed to advocate for what Andrew needed during this time, the challenges were to get Andrew into a rehab ward, and then back home to familiar surroundings, discussions with his landlord about an extension to his home, persuading health professionals to persevere with introducing Andrew to a hoist and wheelchair. Family and staff were spending long days in hospital and making the journey in extreme weather conditions

This determination from Andrews parents and staff team means that Andrew is now back home, living with Jonathon again. There is a date planned for his extension to be built. He goes swimming, and visits sensory rooms. He has regular visits from a physiotherapist. We are so happy that Andrew is on the road to recovery with a good set of people around him that have helped to make a difference.

A special thank you to the people who have been involved: Dave, Carol, Jenni, Martin, Wayne, Richard, Liz and Beth.

Don't Stop Me Now!

Since the start of 2014 a lot has been going on for Sandra. She started the year with a list of goals including raising money for cancer research, having parties and theme nights, going out and about to meet people, and cooking. Along with her team Sandra has written the "Johnson Gazette" that tells everyone what's been going on. However here's a snippet from Sandra of what she's been upto....



"I have enjoyed loads of things this year and I just don't want it to stop. Some of the best things are the egg and spoon race, raising money and spending plenty of time with my friends. I've been smashing all my goals and don't expect me to stop there!

All the staff at Johnson Avenue are enthusiastic and it makes it easier for me to smash my goals and keep going from raising loads of money for cancer research to getting involved at the local Community Centre.

I've had lots of great ideas that all my staff have helped sort out for me. I've had my friends and staff dancing to ABBA GOLD on the Wii. Having a house full for curry nights, coffee mornings and much more!

I've had a few curry nights now raising plenty of money. Lots of people come and everyone can't get enough of the curry. The last curry night I baked cakes with all my friends and it was a great laugh.

With all the great ideas we've had from friends and staff. We have decided to start up a bingo night. This will enable us to raise more money for cancer research. There will be lots of prizes to be won and loads of laughs to have. We will just charge an entry fee like normal, put on food for people with most of the money to go to cancer research.

So far I've raised £60.00 for cancer research since January!



AHOY THERE!

Hello, my name is Mark and I live in Salford. One of my interests is collecting and looking through a range of holiday brochures. When looking through one I saw a barge trip and at this time I was also planning my review. I spoke to my staff team and it was suggested that I combine the two and have my review on the barge.

This happened on the 17th July from the Bridgewater Marina. We all agreed to bring some food each and Jean had organised for us all to have a nautical role...I was captain of course!

The food and weather was great, my review went really well and we all had a wonderful and relaxing day.



A New Role for Joan

When I first came to meet Jill and Helene at Woodsend Road to plan my placement they told me about Joan. Joan had lots to offer and that they thought might really enjoy a bit more involvement outside of her home and that it would be great if I could help her to find a work placement.

From the moment I met Joan, I realised why she was so well-loved and popular and quickly learnt about her great sense of humour and deep kindness that she had for others. Joan had spent more than twenty years accessing day services which are no longer available to her. I really hoped that together Joan and I could find her a new role that would showcase her skills and strengths and that she would enjoy.

I spent a lot of time with Joan at her home and out and about with her doing her day to day things. This really helped me understand Joan and her communication and highlighted so many great qualities that would be assets to her in the workplace.

Having seen what a people person Joan was, it was wonderful when she was invited to a pre-school nursery for an interview. We had to think about how an interview would work for Joan but Joan was extremely proud to share some photographs with the nursery manager of herself doing different tasks around her home. When she was then introduced to the children her face lit up and Jackie, her support worker and I realised immediately that this would be the perfect role for Joan.

The team at the nursery were very helpful getting Joan started in her role and it was clear from the outset that they were happy to have Joan as part of their team.

Joan started her new job armed with her new apron and with a list of jobs that was agreed between us. She had a very happy and successful first day; so much so that she did not want to come home at the end of her morning's work!

Joan has been working now for a couple of months and has established great relationships with both the children and staff. I feel really proud that with the mixture of Joan's joie de vivre and the nursery's proactive outlook that Joan has now become a valued and well liked member of their staff team.

Annette Stembridge – Student Social Worker on placement with IAS (Trafford)





IAS measures up!

The public workers union UNISON have developed an Ethical Care Charter, detailing the standards that care organisations and commissioners should work to as a minimum standard, the charter further encourages that and outlines how these standards can be achieved and exceeded. As part of this UNISON carried out a survey and produced a report from this detailing the conditions that a lot of workers in social care worked in.

We were really pleased when we read it to see that we were meeting and exceeding a lot of the recommended levels of ethics and staff care.

The report stated that *"56% of respondents received between the national minimum wage of £6.08 an hour at the time of the survey and £8 an hour. The majority of respondents did not receive set wages making it hard to plan and budget. Very low pay means a high level of staff turnover as workers cannot afford to stay in the sector. Clients therefore have to suffer a succession of new care staff."*

IAS are really proud that they are paying their staff significantly higher than the minimum wage, and that our staff turnover is low compared to the average of the sector. The vast majority of our staff have contracts and receive rotas well in advance.

The report also stated that *"Over half the respondents reported that their terms and conditions had worsened over the last year"*

Along with the significant pay rise that was awarded earlier this year IAS are also contributing more than the required minimum into staff's pensions. Alongside this are the other benefits that IAS continue to offer including, free death in service scheme, voluntary health care scheme, bike to work scheme, continuity of service award, childcare vouchers, staff counsellor and upto 26 days annual leave a year,

Unison states *"41.1% are not given specialist training to deal with their clients specific medical needs,"* IAS have always equipped staff with the right training to support people in the right way for them.

In addition the survey revealed that *"57.8% of respondents were not paid for their travelling time between visits... 79.1% of respondents reported that their work schedule is arranged in such a way that they either have to rush their work or leave a client early to get to their next visit on time."*

IAS do pay for travelling time between community support visits and always give staff an appropriate amount of time to travel between visits.

The report recommends that *"workers will be covered by an occupational sick pay scheme to ensure that staff do not feel pressurised to work when they are ill."*

IAS offer full pay for sick leave for all staff after completion of the probationary period. The sick pay scheme provides full pay for upto a period of seven weeks sickness absence based on length of service.



Steve North, Branch Secretary, Salford City UNISON says *"As Britain's largest public service trade union, UNISON is delighted to have signed a Recognition Agreement with IAS covering their work in Salford. We want to grow this relationship with a progressive employer and see the Recognition Agreement*

as a fantastic first step. UNISON appreciates and fully supports the steps IAS is taking to work towards our Ethical Care Charter and we're sure we can work together to complete that journey. The Charter is about ensuring that service users receive quality care - and that care workers, the people who look after the most vulnerable in our communities, are treated properly and are paid a living wage. The Charter promotes mutual respect and places quality at the heart of the relationships between service users and care workers. UNISON and IAS believe this is good for workers and for the people you look after."

If you are interested in joining or would like to know more about UNISON, contact details or application forms can be made available in your local office or you can go to www.unison.org.uk

We are really proud of what we as an organisation try and do for staff, we value your gifts and contributions and we thank you for your hard work.