



MacIntyre

Providing support...your way

Monthly Briefing

January 2024



People

Updates for senior and specialist roles

Joiners

- Mark Gallagher has joined us as Shared Lives Area Manager in Warrington
- Calum McNally joins us as Communications Lead in the Marketing team

Transfers and Promotions

- Luke Vaughan and Abbie Staley have been successful at becoming registered with Ofsted and are now both Registered Managers at Elm and Willow Houses, and Oak and Maple Houses respectively. Well done to both.

Leavers

- Charlotte Pantling, Administrator at MacIntyre School

The MacIntyre Structure Charts are held on the MacIntyre intranet. [Click the link](#) and search for structure. Please note, these charts are in the process of being redesigned. Therefore you may notice the current ones are slightly out of date. We are working on getting these updated as swiftly as possible.

People

Celebrating MacIntyre Anniversaries In December

3 years' service

Sarah Bladon-Melling
Dani Caplan
Tracy Claridge
Rachel Edwards
Laura Hearne

5 years' service

Katerina Vajtrova

10 years' service

Lauren Pearce

15 years' service

Wendy Cook
Helen McMahon

20 years' service

Shona Murray

25 years' service

Patricia Clemson

People

Staff Qualifications Achieved

We're celebrating everyone who has recently completed or renewed a qualification with MacIntyre

Competent Practitioner - Intensive Interaction

Levi Beeston
Nilushi de Cruz
Vikki Howard
Natalia Miotk

All Wingrave School & Children's Homes

Annual Renewal of Competent Intensive Interaction

Annie Noel - Wingrave School and Children's Homes

Annual Renewal of Intensive Interaction Mentor

Kate Boyer - Wingrave School and Children's Homes

Level 3 Diploma for Residential Childcare

Lidia Collura - House 5 Willow, Wingrave
Sarah Jarvis - House 7 Maple, Wingrave
Michael Iwueze - Wingrave - Waking Nights
Emmanuel Fordjour - House 6 Oak, Wingrave

Level 3 Diploma for Residential Childcare (required units)

Verna Baker - Kingfisher Class - Wingrave School

Accredited Medicine Training – CPD

Sophie Holmes - No Limits South Bucks
Charmaine Bayliss – Monro Ave
Cheri Johnson – Haddons
Helen Robins – MK LLL
Jayne MacKinder- Swanwick Hall
Joshua Waddy – No Limits South Bucks
Lauren Pearce – Orange Grove

For information about the training and qualifications you can gain through MacIntyre, contact training@macintyrecharity.org

People

Employees of the Month for December

The latest employees of the month have been selected. Thanks to all who nominated, and [keep those nominations coming!](#)

This month's winners are:

Jodie Ward – Bedfordshire Lifelong Learning, Adult Services

Katrina McGlynn – Therapy Assistant, Wingrave School, Children and Young People

Bruce Smith – Programme Manager, Milton Keynes, No Limits

Claire Harris – Finance Team, Central Support Services

Congratulations and thanks to everyone.

Places

New service in Greater Manchester

- We've recently opened a new supported living service in Greater Manchester, Georgie Grove. It is two self-contained adjoining bungalows.
- The first person to move in, Andrew, moved in on 11 December and is settling in well and getting to know his new surroundings.
- The second man, Peter, is due to move in on 25 January.
- Both men have been in long-stay hospital so we are delighted to be supporting them to begin to live 'gloriously ordinary lives'.

Personal development

Health & Safety Training Dates for 2024

- H&S Rep - 19 January, 18 April, 9 July, 2 October
- Risk Assessment for Managers – 6 February, 10 May, 18 July, 13 November
- New Manager H&S Induction – 12 March, 5 June, 6 September, 21 November
- Manual Handling Key Trainer meetings – 7 March, 14 June, 16 October

New look AssessNET

- We have now migrated over to the new style AssessNET. the platform remains the same but has been updated with new layout and graphics. To support you to use the new style platform, there is a user guide (attached) and the H&S Team will be running three induction sessions in January/February 2024. To book a space, please contact the [Health & Safety Team](#).

Makaton Core Signs

- Jess Hiles of MacIntyre will be teaching people the 50 core signing words.
- Training sessions will be virtual and will be held once a month.
- Please contact [Elaine Campling](#) to be added to the training or for more information

Process

Recruitment Team Update

Change in provider

- If you're involved in hiring staff, please be aware that you will see some changes in the coming weeks. We are working closely with the Indeed job board to provide a more effective experience for candidates applying to MacIntyre. This should minimise the loss of good candidates during the application process.
- You will notice that some applications are in a slightly different format than you are used to, but they will always contain candidate information and CV.
- As with any change in process, there may be some developments needed as we go along, so please do bear with us.
- If you have any queries, please contact us on careers@macintyrecharity.org or 01908 357016

Recommend a Friend - reminder

- There's now just one more month to go to gain an enhanced payment under MacIntyre's Recommend a Friend Scheme.
- Until 31 January, if someone you recommend applies to MacIntyre and is successfully appointed, you will receive a payment of £500 instead of £250. Details are [here](#).

Process

PrintAble proves popular

- It has been over three months now since PrintAble has been settled into its new home at Great Holm, Milton Keynes, and it is safe to say we've never been busier!
- November alone saw 117 ID cards printed, 10 mugs, 3 mouse mats, 7 wall signs, a t-shirt, a bottle and a Christmas gift sack. There was a further 65 ID cards waiting to be actioned in the first week of December too, it seems like a new ID card for Christmas might be a popular train of thought across MacIntyre!
- In December, PrintAble was able to formally launch its work experience offer with a learner from Milton Keynes interviewing for and securing the role of Print Shop Assistant. If you'd like to keep up to date with progress, then please [follow the Facebook page](#) and feel free to share with friends and family too!
- The range of gifts that can be printed really is vast, so if you did need something please get in touch either through the Facebook page, by emailing printable@macintyrecharity.org or by calling Great Holm on 01908 968130.
- A reminder also that all ID cards now come with a MacIntyre lanyard as Marketing have kindly provided us with a nice stockpile to send out to you. We do provide ID card holders if needed ☺
- When you need to order an ID card, all the details and order form are [at this link](#).

Emergency Plans – Power Blackouts

- With the risk of power outages being reportedly on the increase across the UK, now is the time to review your emergency drill for how you will manage a situation in your service. Attached is a document which has some really useful ideas to help you prepare. Please do read it.
- If you have any concerns or questions, please contact the [Health & Safety Team](#).

Policies and Guidance

The following have been reissued/updated

- [The Environmental Policy](#) has been updated
- [The Environmental Policy Good Practice Guidance](#) has been updated
- [The Health and Safety Policy Statement](#) has been updated
- [MacIntyre Policy and associated guidance list](#) updated to reflect recent changes
- [The Medication Error Record Form](#) has been updated to be more streamlined and user-friendly. Please stop using the previous form and use this one with immediate effect.
- We mentioned last month that Compliance are producing a suite of Bitesize documents. These are now available in the [Bitesize Library Section](#) of Policies and Resources, or simply search “Compliance Bitesize”.

Remember: always go to the intranet when you want to access a document or form, as this is the most up-to-date resource.

Policies and Guidance

Photo consent clarification

Last month we outlined changes in photo consent for people who draw on our support.

Some people have asked for greater clarity on the issue, which is provided in the attached document.

The document explores:

- What 'granular' consent means
- Issues around capacity
- Updated forms

Please email data.protection@macintyrecharity.org for support and further information

Participation

Events

Do you remember The Big Hike?

- Some of you will remember the annual Big Hike which we used to hold before Covid
- The Big Hike is what it says on the tin – a hiking adventure for people who draw on our support and staff, and it's coming back in 2024!
- Dates and details to be confirmed – watch out for more info soon!

No Limits Conference 2024

- The annual No Limits conference will take place in July – invitations will be sent in due course

Autism Network – 4 January

- An online event for autistic staff and people we support. Parents, siblings and carers also welcome. [This one](#) is talking about Christmas and New Year's Resolutions.

Best Practice Call – 10 January

- The first of our 2024 fortnightly Best Practice Calls takes place on [10 January](#), with a speaker from the #SocialCareFuture movement

ChaChaChat

- Dance and chat with the MacIntyre Dancers returns on 10 January, 1.30 until 4 pm at Great Holm

Check out the [Events page](#) on our website (log in for staff only events) and local Facebook pages for these and other upcoming events

Participation

Do you want some good news?

- The Monthly Briefing has been going for nearly a year now, and we've had a lot of very positive feedback.
- The point of the Briefing is to provide information that managers and staff *need* to know, such as people, process and policy changes. It's also designed to publicise opportunities for personal growth and participation.
- But some of you want to share more good news and success stories, whether of staff or people who draw on our support.
- We want to keep the Monthly Briefing short and to the point so... is there an appetite for another regular all staff newsletter which celebrates good news. It would focus on "nice to know" rather than "must know".

Please help us

It would be quite a lot of work to develop and run an additional newsletter so we want to make sure it would be welcome.

To help us decide, please complete this very quick online survey by the end of January:

<https://www.surveymonkey.com/r/GoodNewsNewsletter>

Specific questions comments or suggestions? Contact marketing@macintyrecharity.org

Pay, Reward and Employee Support

Resolutions for 2024 – Gaining by Giving Up

Sometimes giving up can be a good thing! Following the excesses of the festive season, January brings some wellbeing awareness events that suggest giving something up to improve your life and wellbeing. If you're still considering what New Year resolutions to put in place, why not consider participating in:

Dry January

Dry January takes place throughout the whole month of January, and is an annual, voluntary health challenge in which participants avoid drinking alcohol for the entire month.

Alcohol is linked to more than 60 medical conditions including liver disease, at least six forms of cancer, and depression. Of the people surveyed following their participation in previous Dry January events, 86% reported saving money while 70% had better sleep. 66% also reported having more energy.

Visit [Alcohol Change](#) for more information and support on taking part.

Veganuary

Veganuary inspires and supports people all over the world to try eating vegan food for January and beyond. Veganuary is a non-profit organisation which encourages and supports people and businesses alike to move to a plant-based diet, which they promote as a way of achieving a greener planet, lower food bills, better health and kindness to animals.

If you would like to give this a try, visit [Veganuary](#) for advice and support including nutrition tips and recipes

The Big Energy Saving Week

Running from January 17 to January 23, Big Energy Saving Week is an initiative that focuses on empowering people to take control of their energy consumption and make informed decisions about energy usage.

During this week, you are encouraged to seek advice about reducing your energy bills and usage through energy advice services, and to check if you are eligible for government grants or financial assistance programs to help with energy bills.

You could also consider steps to reduce your energy used such as upgrading your insulation and appliances.

Visit the [Energy Saving Trust](#) to find out more.



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For any queries, please contact the relevant person, team, or Tess Marshall

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