

WELCOME TO OUR NEWSLETTER

A MESSAGE FROM EMMANUEL , CEO

Dear Team,

As we step into a new financial year, I am filled with a sense of pride and gratitude for the achievements we've accomplished together over the past year. Despite the unprecedented challenges we faced, your collective efforts have propelled us closer to our mission of achieving outstanding outcomes for children and families by 2026.

April marks the beginning of this fresh chapter, offering us the opportunity to embrace change and set a course for growth and success. With resilience, adaptability, and a steadfast commitment to our mission ("**we would achieve outstanding outcomes by 2026 by exceeding the needs of children & families because we challenge the status quo**"), I am confident that we will navigate the challenges and uncertainties ahead.

Performance Review and Goal Setting:

We would kickstart the new financial year by conducting performance reviews and setting clear, achievable goals. This process will ensure that we are aligned with our organizational objectives and equipped to deliver outstanding outcomes for our children, families and ourselves.

Innovation and Continuous Improvement:

Be bold! Innovation is at the heart of everything we do. Let's continue to foster a culture of creativity, experimentation, and continuous improvement using team meeting as an avenue. By challenging the status quo and exploring new ideas, we can be more efficient in this competitive market.

Employee Engagement and Well-being:

Our success as an organization is intricately linked to the well-being and engagement of our employees. Let's prioritize initiatives that promote employee health, happiness, and professional development. Together, we will create an environment where everyone can thrive and reach their full potential.

As we embark on this new chapter, I want to express my gratitude to each and every one of you for your unwavering dedication and commitment. Our journey ahead may be filled with twists and turns, but I am confident that together, we will overcome any obstacle and emerge stronger than ever before.

Thank you for your continued support and hard work. Here's to a successful and fulfilling April ahead!

Warm regards,

Emmanuel Toje
CEO, Green Harvest CC Ltd

NEWS FROM THE FARM! – A MESSAGE FROM HELEN HOGGINS, HEAD OF OPERATIONS

We have started lambing proper now and are about a third of the way through. We have had some tricky births but being a witness (sometimes pretty up close and personal!) to the wonder of new life as it comes into the world always reminds me of how lucky I am.

We are all reaching the end of our inspection years and starting the preparation for our next opportunities to demonstrate to others the amazing work you do in the care and support of our children, young people and their families. I have spent some time this month with all your leaders looking at how we can ensure we are ready to evidence what we do, ensuring that what we do it fits for purpose in each context.

Following on from last month you will likely have noticed we have been trying to embrace the 'progression, not perfection' message making small changes and then reviewing the impact. Both in terms of the effectiveness of the running of the service and on those for whom our services are designed.

One thing I have noticed is that sometimes our children, young people and the families we support can find it difficult to accept the help that is offered. Either because they don't feel worthy of it or it is too hard to accept being that vulnerable to allow people to help. It is hard to think that that you might have got it wrong... The best way we can support this is through a therapeutic parenting approach.

Back to the lambs for a moment, it amazes me to see how tolerant the mothers are as the babies jump all over them, running around getting crazy with their lamb buddies, testing their strength, developing the leg muscles, skipping, leaping and hopping and the mothers watch on...gently calling every so often to remind the babies not to go too far... What can we learn from them, how can we apply this to the work we do?

UNDERSTANDING THERAPEUTIC PARENTING: A COMPREHENSIVE GUIDE

Therapeutic parenting is a unique approach to raising children who have experienced early life trauma. In this article, we will delve into the world of therapeutic parenting, explaining its principles and highlighting the key differences between therapeutic parenting and standard parenting. Childhood trauma and unmet attachment needs can have profound and lasting effects on a child's development and well-being.

Therapeutic parenting approaches offer a compassionate framework for supporting children who have experienced trauma and find attachment scary. This article explores the principles and strategies of therapeutic parenting, emphasising the importance of creating a secure and healing environment for these vulnerable children. Whether you are an adoptive parent, a foster carer, or a kinship carer, this guide will provide valuable insights into the strategies and techniques needed to support children who have endured early life trauma.

Therapeutic parenting offers an effective approach to nurturing children and incorporates principles such as sensitivity, structure, connection, and therapeutic communication; caregivers can create a secure and healing environment that supports the child's emotional well-being, social development, and overall recovery.

With patience, understanding, and access to appropriate support, therapeutic parenting can help children rewrite their narratives, build healthy relationships, and thrive despite their early adversities.

Building Strong Boundaries and Routines.

One of the foundational elements of therapeutic parenting is the establishment of strong boundaries and routines. These children need predictability in their environment, something that was often missing in their early lives. To achieve this:

- Consider using visual aids like charts to help children understand and anticipate daily routines.
- While maintaining strong boundaries may seem monotonous, it is a crucial aspect of therapeutic parenting.

The Role of Empathy

Empathy plays a central role in therapeutic parenting, even when your child's behaviour is challenging. Instead of asking "why" when they act out, try to respond empathetically:

- Use statements like "That's an interesting choice you've made" or "I can see you're really struggling with this."
- Implement "time in" rather than "time out" to keep the child close and safe while addressing their needs with empathy.

Therapeutic Communication

- Active listening and validating the child's feelings and experiences.
- Using age-appropriate language and explanations to help the child understand and express emotions.
- Teaching healthy coping skills and problem-solving techniques.

Avoiding Surprises

Children who have suffered trauma do not handle surprises well. In therapeutic parenting, it's essential to minimize surprises to reduce their anxiety:

- Recognize that surprises can trigger fear in these children.
- Focus on maintaining a consistent routine to provide a sense of security.

Fostering Joy to Alleviate Fear

Helping your child experience joy can be a powerful tool in reducing their fear. When they act out, try to redirect their emotions through positive interactions:

- Instead of scolding, find moments of humour or curiosity to diffuse tense situations.
- Encourage laughter and positivity to counteract fear and shame.

The Art of Curiosity

Curiosity is a significant component of therapeutic parenting. You must become a detective to understand your child's behaviour:

- Gather as much information as possible about your child's early life experiences.
- Name their needs to help them make sense of their actions and feelings.
- BE CURIOUS, NOT FURIOUS! This means trying to understand why they might have made the choices they have or reacted in the way in which they did. No child wants to be 'bad'....

Being the Steady Anchor

In therapeutic parenting, you need to be a pillar of stability and control:

- Maintain composure, even when you're uncertain or anxious.
- Project an image of being in control and capable, which helps your child feel safe and regulated.

Unconditional Acceptance

While you may not always accept your child's behaviour, it's crucial to accept them as a whole:

- Separate the behaviour from the child's core identity.
- Express your unconditional acceptance while setting boundaries.

Embracing Natural Consequences

Allowing your child to experience natural consequences is a misunderstood but vital aspect of therapeutic parenting:

- Let your child face the outcomes of their actions, such as losing privileges or possessions.
- Natural consequences help children understand the cause-and-effect relationship in their actions.

THE IMPACT OF THERAPEUTIC PARENTING:

Emotional Regulation and Self-Esteem:

- Helping children develop healthy emotional regulation skills.
- Enhancing self-esteem and self-worth through nurturing and positive interactions.
- Supporting the child's ability to manage stress and build resilience.

Improved Relationships and Social Skills:

- Strengthening the child's ability to form secure attachments and trust others.
- Enhancing social skills and promoting healthy peer relationships.
- Facilitating the child's integration into community and school settings.

CONCLUSION:

Therapeutic parenting is a compassionate and effective approach for children who have experienced early life trauma. It requires a deep understanding of your child's needs, strong boundaries, empathy, and a commitment to providing a safe and predictable environment. By embracing therapeutic parenting, you can help your child heal and thrive, even in the face of past trauma. Remember, it's about guiding them towards a brighter future.



EMPLOYEE OF THE MONTH



Grace Eleweke

SUPPORTED ACCOMMODATION

Grace exemplifies the epitome of dedication and compassion in her role at Green Harvest. Her unwavering commitment to the young people under her support, her supportive demeanour towards colleagues, and her proactive approach to management have set a remarkable standard. Grace's exceptional reports, widely acknowledged as some of the best, reflect her thoroughness and professionalism. In just eight weeks at The Gore, she has seamlessly supported, settled, welcomed, and advocated for four young people.

Grace, your hard work does not go unnoticed. Keep shining brightly!

GOOD JOB!!



Libby Pickthall

FAMILY ASSESSMENT

This month we asked our residents to decide the staff of the month and they chose Libby. Residents stated that Libby is a very approachable member of the team, that she is supportive and has helped them to learn new parenting skills. She pushes them to do their best in parenting.

Well done, Libby!

GOOD JOB!

Well done!





A MESSAGE FROM GARY MACEY (SERVICE MANAGER)

March has been nothing short of extraordinary! We've welcomed two wonderful new young people to our community at The Gore, celebrated the milestone birthdays of KA and OA with great joy, witnessed JP's seamless transition to their adult placement, and embarked on the exciting journey of converting the garage at Gilmore into a brand-new double bedroom with an en-suite.

But that's not all! We recently had the pleasure of hosting the quality assurance team from Essex at Gilmore, who were blown away by the impeccable conditions of the house, offering just one recommendation amidst their praise. Moreover, KA's Social Worker took the time to share glowing feedback about the outstanding work of the Gillett Road Team, while Carmelina earned a well-deserved commendation from St Giles Trust for their exceptional safeguarding practices.

WELL DONE!

Our accolades didn't stop there! We received high praise from the commissioning teams in Sutton and Newham, who expressed their appreciation for our approach as a provider and the exemplary manner in which we operate. The positive comments keep pouring in, all of which you can explore in our **Feedback Book**. Click here to read the positive feedback:



FEEDBACK

As our staff continue to engage directly with our young people, Helen and I have been diligently reviewing our Development Plan to ensure compliance with all regulatory requirements, bringing us closer to fulfilling our mission at Green Harvest.

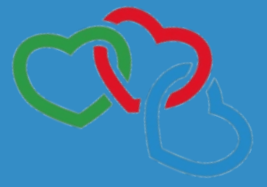


Lastly, I am thrilled to announce the arrival of a new accommodation in Purley, Croydon. I can hardly contain my excitement to unveil its features and amenities. With this expansion, we are actively seeking new additions to our Croydon team. If anyone knows someone who would be a great fit, don't forget that Green Harvest offers a **New Staff Referral Fee**.



March has truly been a month to remember, filled with achievements that we can all be incredibly proud of. Let's continue to strive for excellence and make even greater strides in the months ahead!





A MESSAGE FROM KAY KARUNAKARAN (REGISTERED MANAGER)

Hello from Thomas Bata!

This month the home has gone through a lot of ups and downs but despite all this, the team have continued to push through and continue to provide our young people with care and support through their trying times.

Despite the few hurdles we have experienced this month, we have still been able to make lovely childhood memories with our young boys.



It's not all fun and games in Thomas Bata, as a home we have experienced some property damage but as we are all aware in residential care there is always a silver lining, and in this instance is ability that we were able to complete workshops where the young people contributed to building furniture and take accountability for their actions. With every workshop, we are one step closer to achieving our goal of becoming **OUTSTANDING!**



FAMILY ASSESSMENT



Mother's Day This month at The Groves we celebrated Mother's Day with the mums.

Over the mothering Sunday weekend, staff completed a footprint activity with the parents, creating a keepsake frame of their little one.

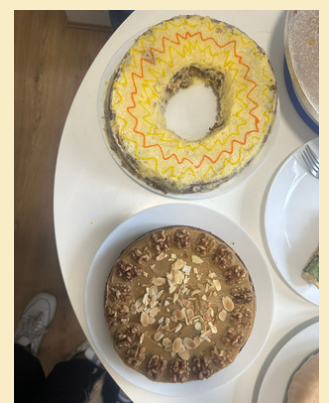


Two families were escorted by Bankaria and enjoyed a Mother's Day lunch at Zizi.

As part of the icebreaker activity before one of our team meetings, Vanessa had us compete in a squat and skipping challenge. There were some sore muscles for the rest of the week!

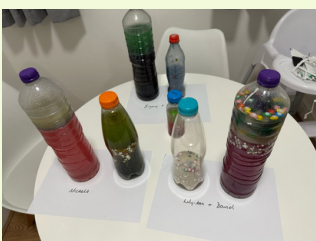


Our current residents love to bake and there was a Bake Off between staff and residents - the cakes made were lovely and we ate them for days.



Other weekend activities have included residents making homemade shakers for their children and also a singing-along play session led by Katrina.

We welcomed a new family and we are at full capacity. Can I just state how proud I am of the team who are now working effectively with four families?



27th March marked one year of the team working together - we celebrated with a team lunch made by Ashley.

EMPLOYEE HIGHLIGHTS



EMPLOYEE TO-DO LIST:

- ☑ Check & complete allocated tasks on Asana
- ☑ Ensure everyone wears their Staff ID at all times
- ☑ MOST IMPORTANTLY – KEEP DOING AN AMAZING JOB!

**TO VIEW OUR INSURANCE POLICY,
PLEASE CLICK THIS HEART**



HAPPY BIRTHDAY

We are celebrating these birthdays
in April:

- Kay Karunakaran
- Blessing Abel
- Anthony Ochei
- Rumbidzai Kajawu



QUOTE OF THE MONTH



April:

“April is a reminder that life is a beautiful, ever-renewing cycle.”

-E.E. Cummings



THIS MONTH'S AWARENESS

April is Stress Awareness Month, a time to reflect on the impact of stress on our mental and physical health. Let's use this month to prioritize our mental well-being, share our experiences, and spread a little extra kindness to those who may be struggling.

it's 
not to
be 

RANDOM SHOWER THOUGHTS

- " If you hit yourself and it hurts, are you weak or strong? "
- " Do bald people use shampoo or body wash on their heads? "
- " Why do we park in driveways and drive on parkways? "
- " Is a hotdog a sandwich or a taco? "
- " If money doesn't grow on trees, why do banks have branches? "

PUNNY JOKES

Why did the employee get fired from the calendar factory? He took a day off.
Two antennas decided to get married, the ceremony was pretty boring, but the reception was great!
Why did the scarecrow win a Nobel prize? He was out standing in his field.
Why was the very good doctor always calm? Because he had a lot of patients!
Did you hear about the crusher who quit his job? He just couldn't handle the pressure!

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Let's Build A Successful Future Together

WE WANT YOUR

F E E D B A C K

Finally, we would like to hear more from you....

Up until now, the newsletter has been mostly put together by senior leaders – we would really like to hear from you, whether this is an account of some practice that you feel others would benefit from hearing about, passing on some training you have received, highlight something you have read or sharing your passions and talents, we love a poem or piece of art inspired by your work....

We'd love to hear your thoughts, and I'm sure your colleagues would too. Feel free to share your suggestions either with the manager or directly with the admin at admin@greenharvestcc.com

We will keep you posted as we progress with our actions.



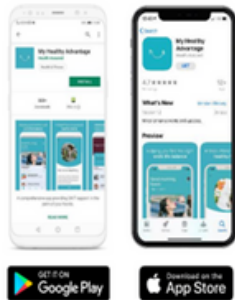
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Health Assured - Here to support you

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Our new health and wellbeing mobile app provides an enhanced set of wellbeing tools and engagement features. Follow these simple steps to download and register your My Health Advantage app.

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