

# WELCOME TO OUR NEWSLETTER

## A MESSAGE FROM EMMANUEL , CEO

**Dear Team,**

December is not just a time to reflect on the milestones we've achieved but also an opportunity to come together and celebrate as a team.

### **Year-End Party on December 15th:**

I'm thrilled to announce that our annual year-end party has been set for December 15th. This is more than just a celebration; it's a chance for all of us to unwind, share laughter, and commemorate the hard work and dedication that each one of you has poured into making this year a success. Details about the venue and activities have been shared recently, so I look forward to a memorable evening!

### **Festive Enjoyment for Our Children and Families:**

While we gather to celebrate our achievements, let's not forget the reason we come together every day – **our mission to exceed the needs of children and families**. As we enjoy the festive season, it's crucial to remember that not everyone may have the same opportunities for joy. Let's extend our spirit of giving and ensure that the children and families we serve have a warm and joyful holiday season.

In the true spirit of our mission, I encourage each of you to contribute in any way possible to make a positive impact on the lives of the children and families we support. Whether it's through organizing festive activities, volunteering time, or contributing to our community initiatives, your efforts can truly make a difference.

**TEAMWORK MAKES  
THE DREAM WORK**

# DECEMBER HIGHLIGHTS

## Reflecting on Achievements:

Take a moment to reflect on the challenges we've overcome, the goals we've reached, and the positive changes we've made together. Your dedication and hard work have been instrumental in our success.

## Festive Community Engagement:

Look out for opportunities to engage with the communities we serve during this festive season. Small gestures can go a long way in bringing smiles to the faces of those who need it the most.

## Team Building and Camaraderie:

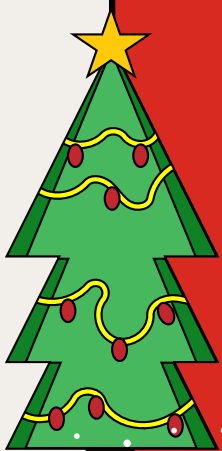
The year-end party is not just a celebration but a time to strengthen the bonds that make our team exceptional. Let's come together to appreciate each other and look forward to the exciting journey that lies ahead.

As we bid farewell to 2023, let's do so with a sense of pride in our achievements and a commitment to making an even greater impact in the year to come.

Wishing you all a joyful December filled with warmth, laughter, and the spirit of giving.

Warm regards,

*Emmanuel Hoje*  
CEO, Green Harvest CC Ltd





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

Well with November, we have experienced our first flurries of snow, not enough to build a snowman but it is lovely to see all of the services preparing for Christmas. Following on from my last message, it is good to see PACE alive and well in our services, you have been working hard to bring a sense of fun and I have loved seeing the decorations and attempts to bring festive cheer. Thank you.

Remember, no one wants the gift of Flu so remember that hand hygiene!!

We are still waiting for the registration visit for the Supported Accommodation Service. Gary continues to be on high alert and is attending preparation meetings with local authorities and other providers. We have joined the equivalent of the Children's Homes Association for Supported Accommodation. This will ensure that we get the best and most up-to-date information to help us on our journey to being a registered and regulated service.

The Groves have recently had their first inspection. What was lovely to see over the 3 days the inspector was in the home was how the team pulled together and represented the centre with pride. The feedback from the partner agencies really reflected the hard work the team put into creating a welcoming and friendly environment where the team work collaboratively. This approach gives families the best chance of reaching their full potential and sustaining change. Whilst the overall result was not what we would have wanted, or feel reflects the service we provide, the feedback was overwhelmingly positive. The team should be proud of the work they do.

For the Children's home, November has been a busy time. The team is continuing to hone their skills and build resilience. The focus has really been on developing a positive culture in which we all understand the difference between negotiable and non-negotiable rules and expectations. PACE has helped with this in the face of challenging and testing of those boundaries.

As we move into December, we remember that this is a tough time of year, just as we might miss our families and feel the distance more acutely at this time, we use this to understand and have empathy for our young people who also can't be with their families. Being aware that during this time it is easier to be angry and avoid feelings that feel sad. We are mindful that in challenging situations in the face of 'I don't care', it might be tempting to challenge harder... We don't want to trigger shame responses, this doesn't help anyone! No one learns or is able to make and sustain change when they feel low or inadequate. So this month, along with PACE I want to look at **The Shield of Shame: what is it and how can we help?**

# THE SHIELD OF SHAME: WHAT IS IT AND HOW CAN WE HELP?

“

**Shame:** an intense feeling of humiliation and distress which is directed internally (at the self), due to a perceived sense of inadequacy or 'badness' e.g. "I am a bad person, "I am unlovable", "I hate myself".

”

“

**Guilt:** a feeling of regret directed externally, such as towards having committed an act that would be considered bad or harmful to others.

”

For children who experience sensitive, responsive caregiving, shame is a feeling that is experienced at a young age. These feelings might be triggered when the child is told off and through this, they help teach children about behaviours that are deemed acceptable and unacceptable.

- As children get older, through the support of their caregiver, their understanding develops and feelings of shame evolve into feelings of guilt. In contrast to shame, guilt can be motivating to repair a situation where distress has been caused to others. Through feelings of guilt, confidence and self-esteem can be developed based on the realisation that the child can successfully correct their mistakes.
- But what if a child hasn't experienced sensitive, responsive caregiving?

In these cases, children can be stuck in a state of shame. Through their early experiences, they may have developed an inherently negative self-concept, believing that they are bad and unlovable. Feelings of shame can be very painful to experience and so children may utilise certain behaviour strategies in order to protect themselves from these feelings.



# THE SHIELD OF SHAME: WHAT IS IT AND HOW CAN WE HELP?

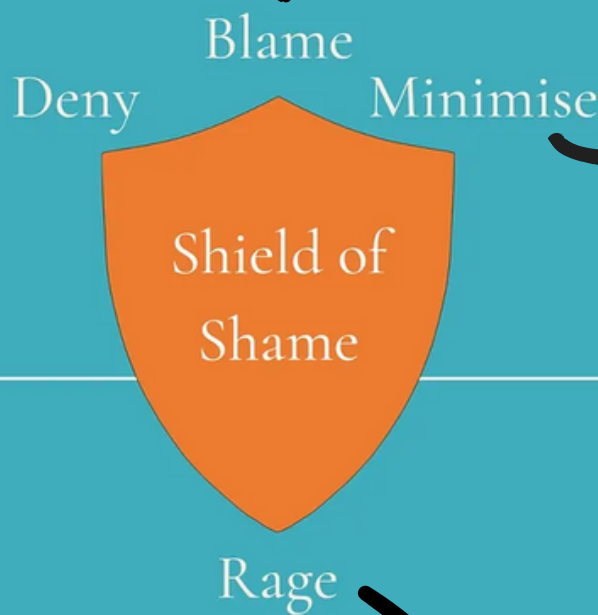
## ✓ **BLAME**

by blaming others, attention is deflected away from the child. This might reduce feelings of anxiety that are experienced if the child believes others are evaluating them and might expose their 'badness'.



## ✓ **MINIMISE**

similar to lying, minimising their role in behaviour can reduce feelings of shame. Equally, avoiding apologising can also minimise a child's role in relation to a behaviour or situation.



## ✓ **DENY**

lying is a strategy for denying any behaviours that might reflect the 'badness' of the child. Lying can also create conflict which might maintain emotional distance between the child and their caregivers.


## ✓ **RAGE**


a child experiencing shame might display heightened anger or aggression. For them, these emotions may be considered far less painful than experiencing shame and are therefore preferable.


# HOW DO WE RESPOND TO A CHILD WHO EXPERIENCES SHAME?

Firstly, it is important to recognise that **'traditional' behavioural approaches will not work** and may further feed into an ongoing cycle of shame. If the children and young people could have their behaviour punished out of them, they would not be with us!!



 **DON'T** repeatedly ask whether they did something – this will increase their use of their 'shield of shame' responses.


 **DON'T** become angry yourself – they are likely to mirror this emotion.


 **DON'T** tell them they are 'bad' or 'naughty' – this will reinforce their self-concept of being inherently bad.




**Instead, respond to situations with curiosity, acceptance & empathy.**



 **DO** prioritise connection before correction – rather than immediately reprimanding the child, demonstrate compassion and empathy in order to connect with the child.

 **DO** implement meaningful consequences – help the child learn ways of rectifying the situation.

 **DO** express unconditional positive regard – provide reassurance to the child that you continue to like them (although you may not like the way they have behaved in this situation).



# SUPPORTED ACCOMMODATION



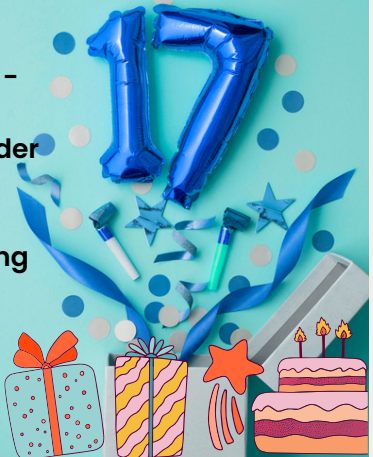
## A MESSAGE FROM GARY MACEY (SERVICE MANAGER)

As we gear up for the final stretch of the year, I can't help but feel an overwhelming sense of pride for each and every member of our incredible Supported Accommodation team. This year has been nothing short of a roller coaster, with its highs and lows, but it's through these experiences that we continue to grow and emerge even stronger as a united force.

In the spirit of celebrating our triumphs, November has been a month filled with warmth, festivities, and accomplishments that truly showcase the spirit of our team. We kicked off the month by dusting off our coats and turning up the heat, creating an environment of comfort and coziness that reflects the warmth we share as a team.



A special highlight was the joyous celebration of a significant milestone – the 17th birthday of one of our young people! It was a heartwarming reminder of the positive impact we have on the lives of those we support and the meaningful connections we build along the way.



Excitingly, our efforts at The Gore are nearing completion. The hard work and dedication poured into this project are evident, and we're on the brink of unveiling a space that reflects the high standards and commitment of our team. The anticipation is palpable, and we can't wait to showcase the results of our collective effort.



As we bid farewell to November, we're now turning our attention towards the festive season. The holiday spirit is in the air, and we're gearing up for a season of giving, sharing, and creating memories together. Our preparations for Christmas are already underway, and I have no doubt that the same enthusiasm and dedication that have defined our year will carry us through these festive moments.

Let's close out the year with a resounding cheer for our team! Your hard work, resilience, and commitment have been the driving force behind our successes. As we reflect on the journey so far, let's look forward to the opportunities that lie ahead in the coming year.

Wishing you all a joyous holiday season. Thank you for making 2023 a year to remember!





# FAMILY ASSESMENT



## Christmas has come to The Groves!

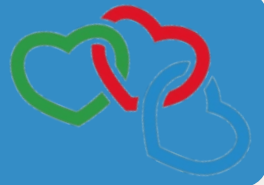
Residents and staff spent the weekend decorating the Christmas and the house, as well as making homemade decorations.

## 📣 CHECK OUT OUR MONTHLY BOARD!

This is our monthly board which focuses on **WEANING**. The board this month is aimed at encouraging an infant to get used to taking food from a spoon and experiencing different tastes and textures. This process helps babies develop their motor skills such as the ability to chew and swallow solid foods.



# EMPLOYEE OF THE MONTH



## SUPPORTED ACCOMMODATION



Grace Eleweke



Well done, Grace! You and your work always stood by the expectations and have a meaningful contribution to the lives of the young people. We value your presence and are proud of you. May you continue the same every single day for the rest of your career.

Keep progressing, and keep up the great work!

## CHILDREN'S HOME (STAFF SHOWING IMPROVEMENT)



Shirley Adowe



I feel that she has stepped into a role that is brand new to her and she has faced her fair share of challenges but despite this, she has preserved and proved to be resilient. Shirley has shown commitment to her role as a support worker by continually attempting to repair fractured relationships with our young person even when it has been emotionally and psychically challenging at times.

Well done, Shirley!

## FAMILY ASSESSMENT

Katrina continues to work hard and has recently become a health and safety champion and is managing this well. She provides support to the team by taking over observations when needed. She's supporting families through sessions. She also contributes to team meetings to support the team in boosting their knowledge around Ofsted.

Kudos, Katrina!



Katrina Smith-Crome



# Teamwork



# 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!

### QUOTE OF THE MONTH



December:  
The month of joy,  
happiness, and to finish  
what you started.



### HAPPY BIRTHDAY

We are celebrating these birthdays in  
December:

- Gary Macey
- Christabel Abel
- Dannyl Douglas
- Hope Ugwuabanachi
- Michelle Neil
- Libby Pickthall



### RANDOM SHOWER THOUGHTS

- " If you drop soap on the floor, is the floor clean, or is the soap dirty?."
- " Which orange came first—the colour, or the fruit?."
- " If two vegans are arguing, is it still considered beef?."
- " If Apple made a car, would it still have windows?."
- " If you work as security at a Samsung store, does that make you a Guardian of the Galaxy?."

### PUNNY JOKES

- What did the buffalo say when his kid went to college? Bison.
- Why did the can crusher quit his job? Because it was soda pressing.
- Why didn't the bike want to go anywhere? Because it was two-tired!
- Why are chemists great at solving problems? Because they have all of the solutions!
- Want to hear a pizza joke? Nahhh, it's too cheesy!

### FOLLOW US ON SOCIALS!

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**GREEN HARVEST**  
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](mailto:admin@greenharvestcc.com)**

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



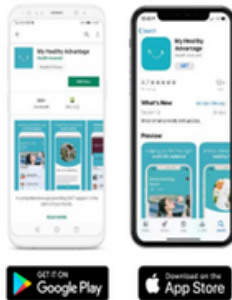
**GREEN HARVEST**  
Let's Build A Successful Future Together

# Health Assured - Here to support you

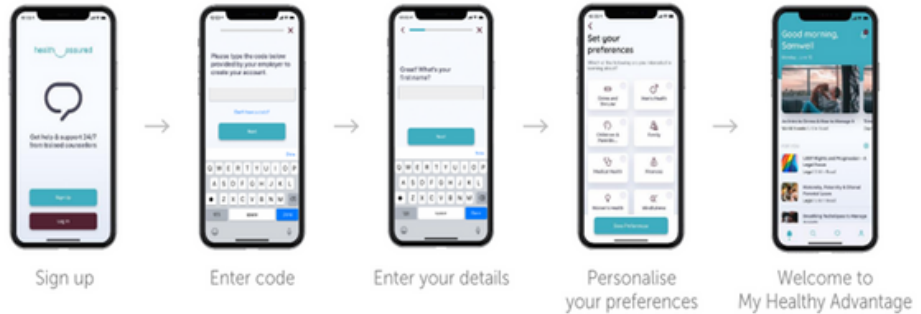
## Download & register My Healthy Advantage

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.

### 1. Download



### 2. Register



### Log In Details

**Unique app code/Employer code: MHA256343**

**Wellbeing Portal Link: [HealthAssuredEap.co.uk](https://HealthAssuredEap.co.uk)**

**Username: wellbeing**

**Password: rentdropsnap**

Free 24 hour confidential helpline:

**0800 028 0199**

[healthassuredeap.com](https://healthassuredeap.com)