

WELCOME TO OUR NEWSLETTER

A MESSAGE FROM EMMANUEL , CEO

Dear Team,

As the autumn leaves make way for a cooler breeze and the scent of winter approaches, November brings with it a sense of transformation and anticipation.

With the year-end in sight, it's an opportune moment to reflect on our achievements and the journey ahead. Our mission to achieve outstanding outcomes by 2026, by exceeding the needs of children and families because we challenge the status quo, remains at the forefront of our endeavours. It is this mission that unites us and drives us to constantly raise the bar and make a meaningful impact on the lives of those we serve.

As we approach the festive season, I'm excited to announce that we have a special get-together planned to celebrate our collective successes and to foster a sense of camaraderie. This event will provide us with a valuable opportunity to strengthen our bonds and renew our commitment to our shared mission.

In the spirit of our mission, let's remember that every step we take, every decision we make, and every innovation we bring forth is aimed at surpassing expectations and creating a better future for the communities we serve. Our dedication to challenging the status quo sets us apart and propels us towards achieving our ambitious goals.

Let's continue to push boundaries, think innovatively, and collaborate closely as we work towards our common goal. Your dedication and hard work are what make our mission a reality, and I am immensely grateful for your unwavering commitment to our cause.

Wishing you all a productive and inspiring November. Together, let's make it a month of meaningful progress and anticipation for the journey ahead.

Warm regards,

Emmanuel Itoje

**CEO
Green Harvest CC Ltd**





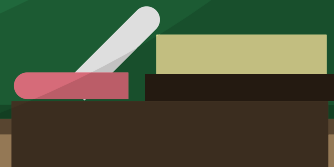
NEWS FROM THE FARM! – A MESSAGE FROM HELEN HOGGINS, HEAD OF OPERATIONS

Well, as the clocks have gone back and the rain is flowing, all the animals are in the barn... This is a definite sign that winter is coming. As we spend more time inside and the heating goes on, we must watch out for germs and bugs! Be kind to each other and make sure you maintain good hand hygiene. As much as we love to be a sharing team, no one will thank you for sharing that!!

We are continuing to steer a steady course toward registration of our Supported Accommodation Service. I know Gary is working hard to ensure that all of you supporting the service understand what to be a registered service means. Work is continuing to make The Gore ready for re-opening.

For the Children's home, the team continues to work hard to support their young person to settle. It has been a bumpy ride for him, but it is great to see the team pulling together. I was lucky enough to join them in the great few days of training with Gary, it really got us all thinking.

The Groves has said a successful goodbye to their second family. The team worked really hard to ensure that a family have been able to stay together with the right ongoing support and guidance. It is inspiring to see the way the team have fostered the growth and confidence to enable this to happen.



In thinking about where to begin on our learning journey together, with 3 very different services I thought about what might be relevant to all... I landed firmly at the doors of Dan Hughes and the concept of PACE. Having just reviewed the employee survey results (see later in the newsletter) it felt relevant. It was good to see how many of you took the time to allow us to hear you and it was heartening to hear that you felt heard within your teams...

For those new to this, PACE is a model used to help parents navigate the challenges associated with raising children. It is a powerful tool that can transform their relationships with their children.

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

What is PACE ?

Playfulness, Acceptance, Curiosity, and Empathy are considered to be building blocks for building healthy relationships. By incorporating these elements into interactions with children, parents can create a safe and nurturing environment that supports emotional regulation, attachment, and overall development.

HOW DO WE BRING THESE TO LIFE IN OUR SERVICES?

Playfulness: This involves incorporating fun, humour, and joy into our interaction with children/young people and actually each other. It encourages spontaneity, laughter, creating a positive and engaging environment. – How do we make our environments 'fun'? Can we be spontaneous? Do we hear laughter? Are our services places where people want to be?

Acceptance: This means embracing and valuing the children for who they are without judgement or criticism. It involves acknowledging and validating their emotions, thoughts and experiences, fostering a sense of self-worth and acceptance. – Do we create environments in which we are able to 'accept' each other and our mistakes? Do we have environments in which we are free and feel safe to share our thoughts and feelings?

Curiosity: This involves being GENUINELY interested in understanding a child's perspective, thoughts, and motivations. It encourages open-mindedness, exploration, and a desire to learn more about the child's unique lived experience and inner world. – Can we be curious not furious when things don't go to plan? Do we take time to be curious about why something has happened as opposed to rushing to make judgements? Do we have a culture of professional curiosity? Do we wonder together about why something is done like that, or why something has changed (whether that be a pattern of behaviour or where new possessions have come from for example)?

Empathy: Empathy is more than sympathy (feeling sorry for). It is the ability to understand and share feelings of another person. It involves recognising and validating a child's emotions, demonstrating understanding and care, and providing support and comfort. – How do we demonstrate empathy in our work? How do we recognise and validate feelings with the people accessing our services about their experiences that have led them to need us?

"What counts in life is not the mere fact that we have lived; it is what difference we have made to the lives of others that will determine the significance of the life we lead."

Nelson Mandela

In the words of the great Nelson Mandela... Thank you all for the difference you are making in the lives of those you are supporting.....

This is just a short introduction to PACE. As we come toward the end of the year, despite the drawing in of the day we can all find some PACE in our lives.



A MESSAGE FROM GARY MACEY (SERVICE MANAGER)

October has been a month of change and excitement! We waved goodbye to Ruby, Baby Vinnie, and Joe as they embarked on their new adventures in their own flats – kudos to them! 🏠



Get Ready to Cast Your Votes for the Year-End Awards!

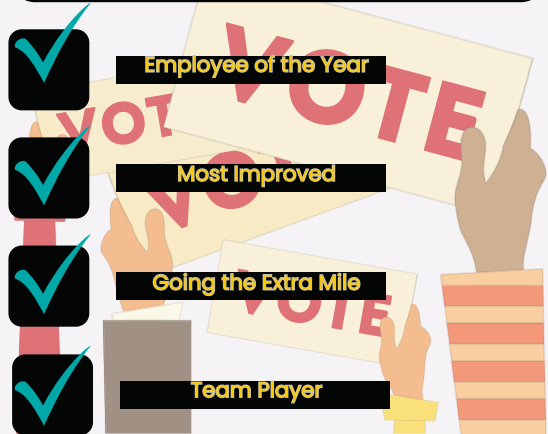
Excitement is building as we enter the awards season for Supported Accommodation! It's your chance to honor the outstanding individuals who make our team shine. 🏆

2024

Stay tuned for a visual treat in the weeks to come as we share pictures of The Gore's incredible makeover. Exciting times ahead, team! ⭐
#ChangelsBeautiful #OctoberWonders

The real buzz is the fantastic transformation happening at The Gore. The renovation work is in full swing, and I've had a sneak peek – trust me, it's jaw-dropping!

CATEGORIES TO VOTE FOR:



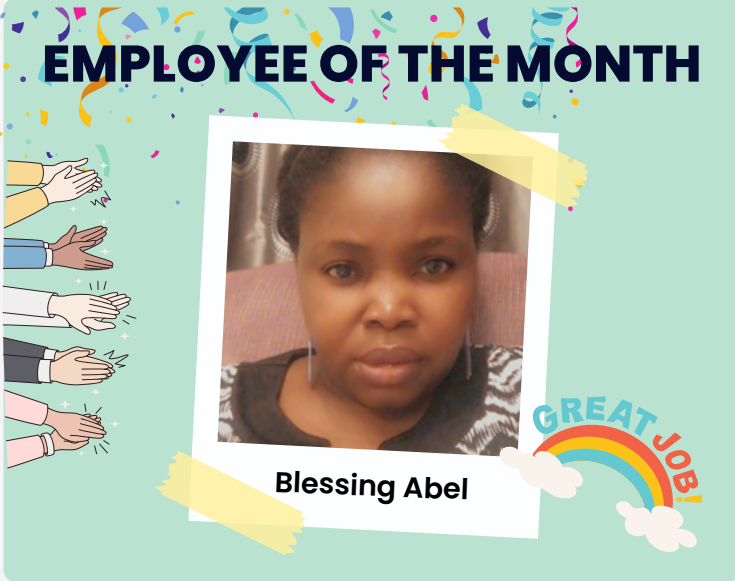
DON'T FORGET! The voting window closes on 15th November, so act fast!



SUPPORTED ACCOMMODATION



EMPLOYEE OF THE MONTH



Blessing Abel

WELCOME TO THOMAS BATA

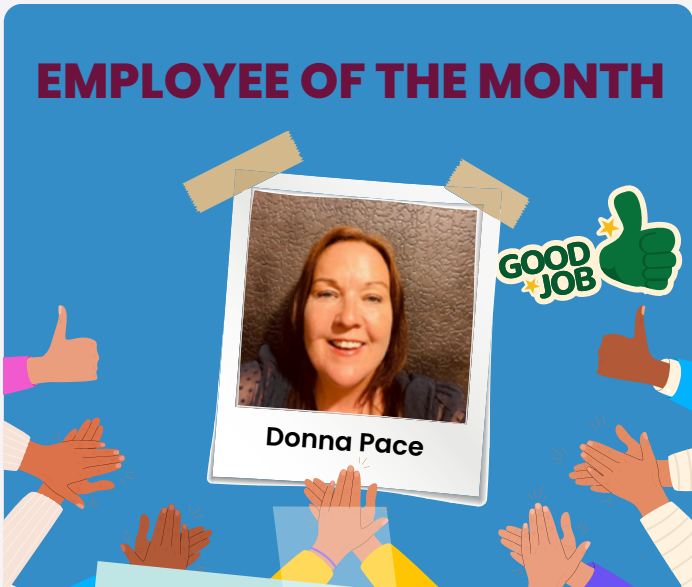


Shirley Adowe

CHILDREN'S HOME



EMPLOYEE OF THE MONTH



Donna Pace

A MESSAGE FROM KAY KARUNAKARAN (REGISTERED MANAGER)

I would like to say a big thank you to the Thomas Bata team who worked very hard in improving our Ofsted rating.

The home is now at Requires Improvement. I am very grateful for the passion and dedication the team has shown over the last few months, I know it has not been easy but despite all the hurdles we have shown that we are a strong team who will continue to push through.

Donna has gone above and beyond supporting the home create a positive relationship with the community, she has shown dedication and passion in her role as a support worker.



FAMILY ASSESSMENT



EMPLOYEE OF THE MONTH



Marcus McDonald

Marcus uses his initiative to come up with new ideas for the groves. Marcus builds meaningful relationships with families to be able to support them.

FEEDBACK FROM A PARENT WHO LEFT US IN OCT 2023

What would you like parents moving into The Groves to know?

Work with the staff and improve on your parenting, show consistency.

feedback

JOB WELL DONE!

FEEDBACK FROM SOCIAL WORKER (BARKING & DAGENHAM)

The quality of the reports was excellent. They were thorough, comprehensive, and timely. Very clear and direct.

The Groves placement has offered us an excellent service and once again, they certainly come highly recommended. The staff has been superb! Thank you!



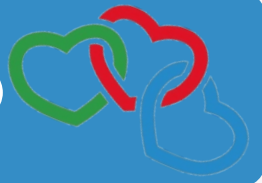
PREPARATION FOR HALLOWEEN AT THE GROVES: UNMASKING THE MAGIC 🎃



HAPPY HALLOWEEN



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



November: A time to embrace the changing seasons and let gratitude warm our hearts.



HAPPY BIRTHDAY

We are celebrating these birthdays in November:

- Jane Ekene-Efienemokwu
- Obas Ukoko
- Julianna May



RANDOM SHOWER THOUGHTS

" Technically, the brain named itself."

" Every mirror you've ever seen has seen you naked."

" We spend the first year of a child's life teaching them to walk and talk, and the rest of their life to sit down and shut up."

" The person who proofread Hitler's speeches was a grammar Nazi."

" In the future, 'offline' will be a synonym for dead."

" Life is just a game where the graphics are great, but the gameplay sucks."

" If money doesn't grow on trees, then why do banks have branches?"

" The older you get, the earlier it feels 'late.'"

" There is no snooze button on a cat who wants breakfast."

" We never actually see our own face, only reflections and pictures."

FOLLOW US ON SOCIALS!

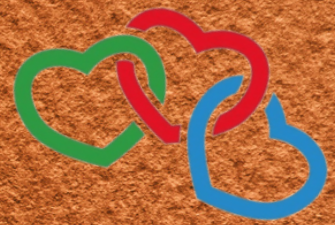
FOLLOW



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Employee Engagement

SURVEY

WHAT!?



IMPROVE



Firstly, on behalf of myself and the Directors can I thank all of you that took the time to complete our First annual Employee Engagement Survey. I am pleased that 70% of our combined workforce took time to complete the survey. Thank You!

We recognise that to achieve our mission of providing Outstanding outcomes by 2026, it is important that we have an engaged and committed team working with us. To make that happen, we know we need to listen. I am a firm believer that as a leader, I am not always the smartest person in the room!

I will be working with your managers over the next few weeks to share the results and look at ideas to address any areas of need for your individual services. I will ask that they share these with you in your team meetings.

HOW PERFORMANCE IS MEASURED

ADDITIONAL TRAINING TO ENHANCE PROFESSIONAL GROWTH.

FLEXIBILITY IN WORK SCHEDULES



We also shared in the pride you feel for the things you have achieved in the last year

We loved reading that you when thinking about how you feel about coming to work you used words like "excited", "positive", "Happy" and "motivated".

"Developing a good relationship with the young person" and "Progression, improvements" both for the young people and for you as practitioners.

In general, we were really happy to hear that you feel your managers listen, they are approachable, they set clear expectations and give good feedback, some need some support with recognising the difference between celebrating your successes and achievements.

You report feeling supported and valued by your managers and by your teams.

We also shared in the pride you feel for the things you have achieved in the last year... Some of the things you shared were "Positive impact on the young people", "accomplishing tasks and goals",

ACTION PLAN

✓ We need to do some work on our appraisal format so that you can feel confident in knowing how your performance is measured.

✓ We will complete a review of job roles and responsibilities for each role within each service. We will provide a flow chart for each service to show role progression. We will ensure that job roles include supplemental information including what skills, knowledge and behaviours would be expected. This will provide you with the information to enable you to be clear about what would be expected in order to progress.

✓ To ensure access to professional qualifications for staff – Complete – Harvest Training received its accreditation to deliver RQF Level 3 and level 5. We have our first cohort of staff starting this training now.

✓ We will discuss with your managers how we can consult with you around flexibility with rotas. Some of this will be about ensuring that we have rotas far enough in advance to help you plan.





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

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



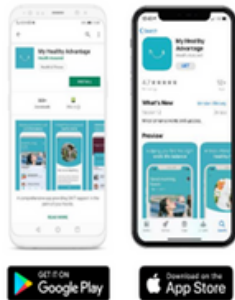
GREEN HARVEST
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Health Assured - Here to support you

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



Sign up



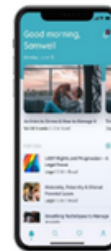
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Welcome to My Healthy Advantage



Log In Details

Unique app code/Employer code: MHA256343

Wellbeing Portal Link: HealthAssuredEap.co.uk

Username: wellbeing

Password: rentdropsnap

Free 24 hour confidential helpline:

0800 028 0199

healthassuredeap.com