

ACG NEWSLETTER
APRIL - JUNE 2024

BRING ON
Summer

autograph

Enriching Lives





LET'S TALK ABOUT

3 - 5

Your Stars

6

Managing menopause

7

All about Inwood

8

All about Monson

9

All about Stoneswood

10

All about Walton

11 - 12

Green Mark

13 - 14

A Spotlight on Adam Welsh

15

Cohesion Recruitment

YOUR STARS

JANUARY

monson
CARE HOME

RENY JOSEPH

INWOOD
HOUSE

DIANE MASON



STONESWOOD
RETIREMENT HOME

**HANNAH
CLAYTON**

WALTON
MANOR

JOY DEWDNEY



YOUR STARS

FEBRUARY

monson
CARE HOME

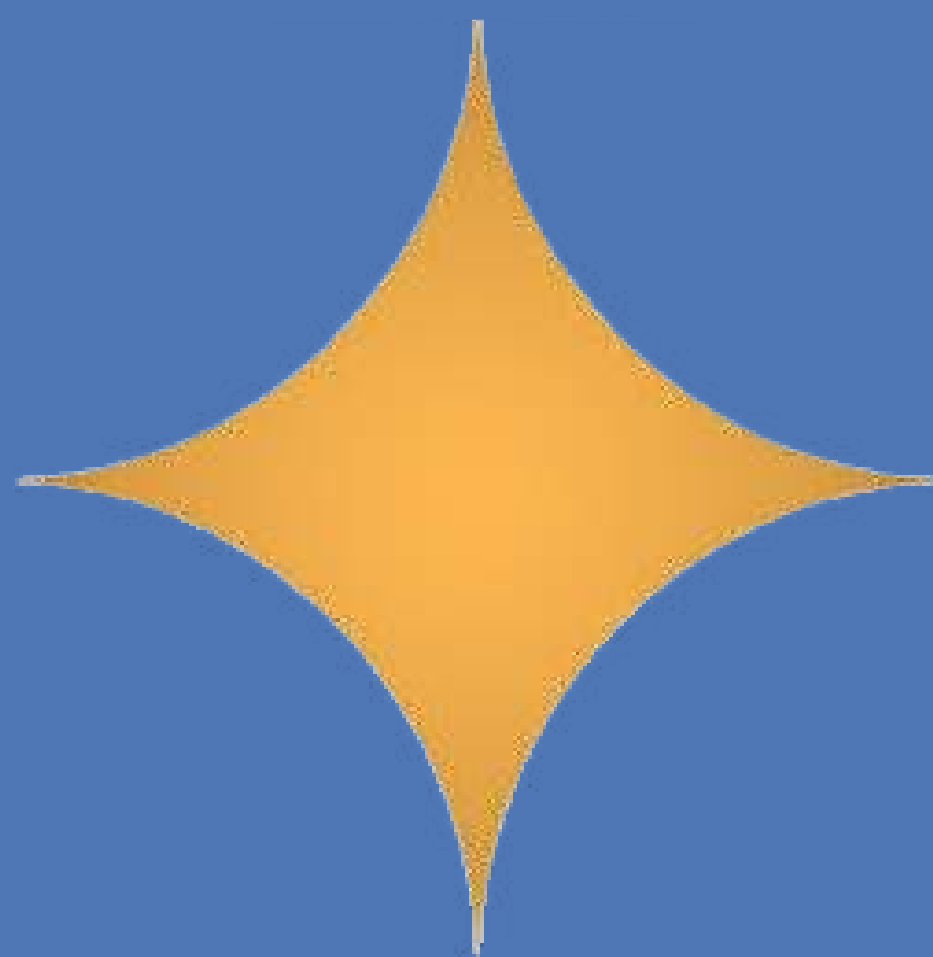
**JOANNE VAREY
& LINDSAY CARR**



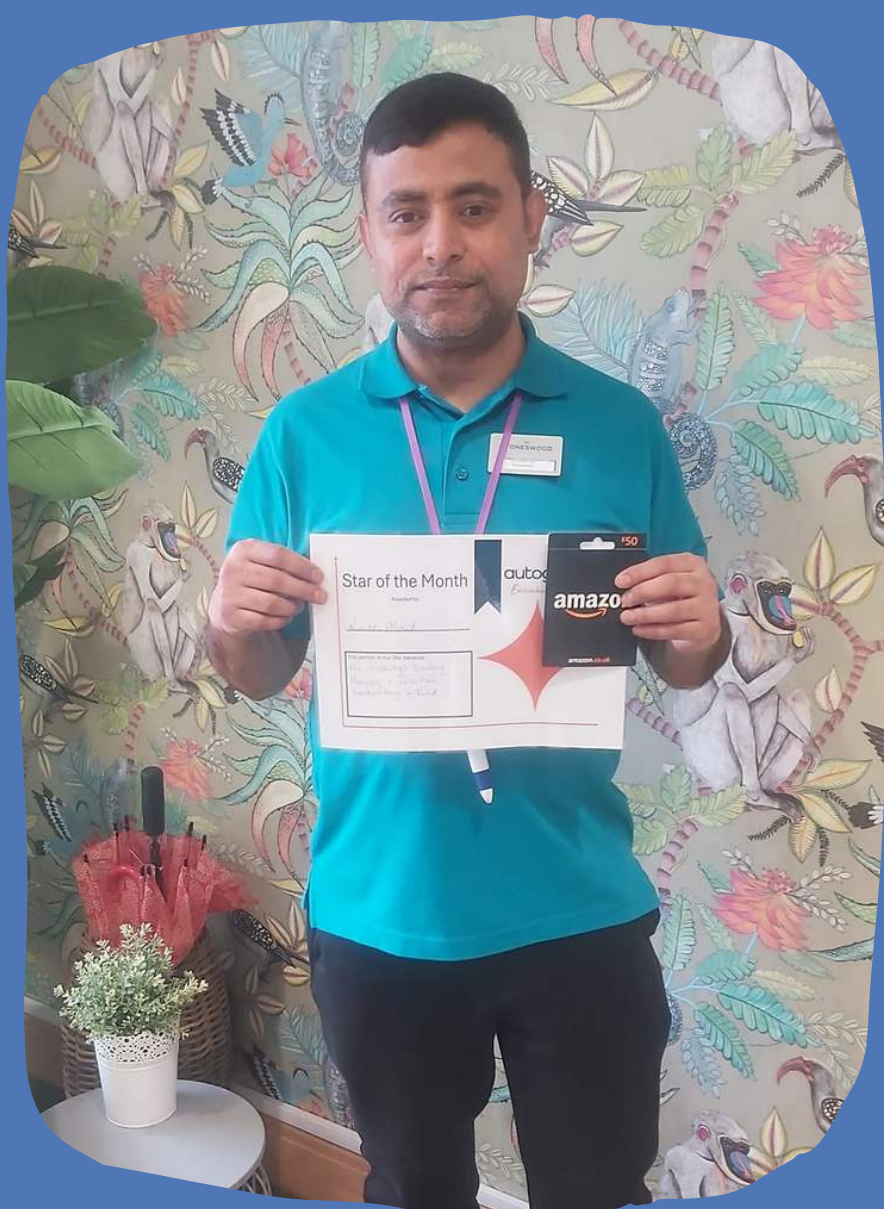
INWOOD

HOUSE

**ANN
GINNELLY**



STONESWOOD
RETIREMENT HOME
NUMAN AHMED



WALTON

MANOR

**JAYNE
MURPHY**



YOUR STARS

MARCH

monson
CARE HOME

JACKIE HODGSON



STONESWOOD
RETIREMENT HOME

**SUZIE
BROADBENT**



INWOOD
HOUSE
**JULIE
RICHARDSON**

WALTON
MANOR
TBC



It's not only at home

10%

Of women leave their jobs due to menopause

90%

Of women get menopausal symptoms

Only 14%

Of women in the UK are on HRT

HOW CAN WE HELP?

Empowering our employees

- *Instilling confidence in management to assist and support colleagues with managing menopausal symptoms.*
- *Build understanding and reduce barriers to allow colleagues going through the menopause transition to continue performing and/or developing to their full potential.*
- *Identify appropriate workplace changes or adjustments to support team members and help them thrive at work.*
- *Continue to foster an inclusive working environment in which everyone is treated fairly.*

INWOOD

HOUSE

part of the **autograph** care family



Inwood House held an Easter Colouring Competition and after lots of entries, Matilda (Age 9) won the Easter Hamper.

 **carehome.co.uk**

9.3 **RATING**



DEBI MITCHELL

Administrator

MICHELLE SYKES

Receptionist

MEGAN WALKER

Housekeeping

CRAIG DEXTER

Maintenance Person

monson

CARE HOME

part of the **autograph** care family



Congratulations to Joanne Varey for winning highly commended at the Lincolnshire Care Awards in the activity coordinator category.



RATING



ANNA PACYNA

Registered Manager

CLAIRE MCGHIE

Care Assistant

DIANA COTEATA

Senior Care Assistant

ALEKSANDRA UTKINA

Care Assistant

MARTINE BATT

Night Senior

ERICA BOATENG

Care Assistant

MARY OLABODE

Care Assistant

CHARLI ANGELONI

Deputy Manager



STONESWOOD

RETIREMENT HOME

part of the **autograph** care family



International Women's day saw Alana Brereton - Home Administrator receive a massive thank you from all the staff.

 **carehome.co.uk**



RATING



VICTORIA JONES

Senior Care Assistant

NUMAN AHMED

Housekeeping

JENNIFER ADEROKAYE

Care Assistant

GLENDA SINGLETON

Chef

OMOLARA ABIOYE

Housekeeping

DONNA MAY

Receptionist

JASMINE KOBUSINGE

Night Senior

SARAH MAPENZI

Night Care Assistant

OLUBNMI FAREMI

Care Assistant

NICOLE WREN

Deputy Manager

BAMIDELE BABATUNDE

Care Assistant

NATALIE DEAN

Deputy Manager

WALTON

MANOR

part of the **autograph** care family



Walton Manor went all out for St Patrick's day this year.

They also worked hard to keep all staff and residents hydrated throughout Hydration Week.



RATING



SHERRIE OWEN

Care Assistant

DAWN HOLMES

Housekeeper

STANISLAV PETROV

Senior Care Assistant

ROGER KNAPPER

Night Care Assistant



Proud to be
**A Green Mark
Certified Business**

We are proud to announce that we
have achieved Green Mark
Level 1 Accreditation!

What is Green Mark?

Green Mark is scalable environmental accreditation that helps organisation create a more sustainable culture across their operations.

The aim is to deliver a framework for improving sustainability and engaging our teams and residents so you can: set targets, measure performance and improve the efficiency of your homes.

Our aim is to make green accreditation accessible to all, which reflects our simple belief that everyone can make a difference.

The process entails:

- Establishing a framework for establishing broader efficiency and a performance baseline.
- Helping you focus on cultural change to embed best practice across your homes.
- Establishing a means to push for continuous improvement.

Enabling Continuous Improvement



Residents at Stoneswood painted bird boxes to encourage wildlife into the gardens, along with the local school children.

The Green Mark EMS will create a system for:

- Analysing environmental impacts
- Establishing processes
- Enabling cultural change
- Continual improvement

What's next?

Following the success of Level 1, this year we want your assistance to move onto Level 2 and 3 accreditation.

What you can do?

- Reach out to your site Green Mark representatives with green and sustainable ideas.
- Make the environment part of your activities and create biodiverse areas in the grounds for all to enjoy.
- Get involved in local community events, litter picks, recycling, energy saving. Even better involve the residents where you are able.
 - Ask for our recent fact sheet that will help save resources (and our planet), not only in the workplace, but it gives ideas to save in your own homes as well, who doesn't want to save energy and money!



Together we can help the planet.

A Spotlight on Adam Welsh - Director

Why do you choose to work in Care?

It was actually a personal experience with my Nana which brought me into care. She got dementia and I was looking for a care home for her over in Blackpool – being honest, the options were really bad. It was a humbling experience and I felt that people faced with such a difficult decision should have lots of wonderful options available to them.

Sadly, the reality is quite different so I thought I could do something about it.

I quit my job, put a small team together and in early 2019 Autograph was born. My wife was pregnant at the time and I took a huge personal and financial risk – it was really hard, but very rewarding.

I'm 100% committed to making our homes outstanding for all my colleagues, residents and the wider communities we're a part of.

What makes you want to come to work every day?

I'm really proud of what we've achieved as a small group of homes. It's not easy working in care, but it's such a wonderful career as you can have a positive impact on people's lives.

I've got a huge amount of respect for everyone who works in our homes and I come to work every day to try and provide them with a really fulfilling place to work.

I know that if we really care for the people who work in Autograph homes, our residents will be well looked after and the business will flourish.

Can you tell us about your journey before Autograph?

I was actually a lawyer for 7 years before getting into care. I practiced commercial law in London, Geneva & Manchester. When my Nana became unwell, my priorities changed and I became passionate about wanting to make a positive difference to people going through what is often one of the most difficult time in their lives.

How do you maintain a healthy work, life balance?

I find it hard to switch off sometimes as my mind is always going with things we can do to support our staff and provide a really wonderful experience for our residents.

I like to get outdoors so the daily dog walks are good to have some time to myself. My kids are growing up fast, so spending time with them is always fun.

What do you do to de-stress after a long work day?

It's not always easy with a 5 year old daughter, 2 year old son and a hyperactive chocolate lab...I quite like a glass of wine and playing with the kids. I'm getting old now, so a takeaway and a decent film is hard to beat. My days of clubbing and late nights are long gone.

Can you tell us what the Autograph values mean to you?

For me, they're the lens through which we should make decisions in our day to day work. They apply to everyone in the organisation equally, and if we truly believe in them and let them guide our behaviour then magic can happen.



From 1st March 2024, Autograph Care partnered with Cohesion. Cohesion initiated their services with two of the four homes, with aims of increasing quality and reducing agency.

With face-to-face interviews taking place in both homes within the first two weeks of going live, Cohesion were asked to expand their efforts to another home. Impressively, Cohesion filled open positions within the third home within just four days of our services going live.

By the end of the second week, Cohesion had secured 9 job offers across the two initial homes, filling 60% of the original vacancies.

Entering the third week, Cohesion were asked to include the last home in the trial, also managing to arrange face-to-face interviews there by the subsequent week.

As we move into our fifth week of partnership with Cohesion, we've seen a 95% attendance rate, an 86% offer suitability rate, and 100% acceptance rate. This has resulted in 15 secured offers, with half of these candidate's onboarding checks already being finalised, enabling them to soon start their new roles!