



Welcome

Welcome to our latest newsletter, I hope you have all had a safe and happy summer following on from the difficult times we have faced over the last year and a half.

Whilst the pandemic still affects all of us in many ways, I am sure we all look forward to better times ahead with our lives becoming less restricted.

It has been a very busy time since our last newsletter, so there is plenty of news in this edition. As we write, there are new plans emerging for the funding of Social Care, with the impacts of the pandemic and ongoing problems related to supply chains and labour shortages adding to what is already a stretched system. We know from experience that there have been lots of initiatives and research undertaken over this last year, which many of you will have participated in. It is vital that the voices of people who use care services are heard, and so I urge anyone who is able, to take part and make your opinions known.

Equally, there has been lots happening internally at Penderels Trust. Later in the newsletter, you will read about our PA

Champions initiative, where we are seeking experienced PAs to help us better promote the role. This is part of a much wider initiative we are undertaking to better support PAs and develop the market, which we know is a vital element in ensuring the success of direct payments for many people.

We also want to draw everyone's attention to the opportunity of becoming a Trustee of Penderels Trust. We have had a number of new members join our board, as well as the retirement of some of our longest serving Trustees, which is touched on in this newsletter. We are keen to recruit another Trustee with experience of using our services, so if you are interested, please contact us.

Please enjoy the rest of the newsletter, and I wish everyone the very best.

Gary Jones
Chief Executive Officer

On Top of the World



In June, Paul Loveitt, who works at Easy PC, Penderels Trust's IT support partner, completed an epic climbing challenge as part of a team to raise funds for Myton Hospice, a charity in the Midlands. The challenge was completed in memory of a team-mate's brother, Dan. Paul and the team completed

all 6 ascents of Mount Snowdon in Wales in 3 days, covering 60 miles, 20,000ft elevation and 30 hours of hiking!

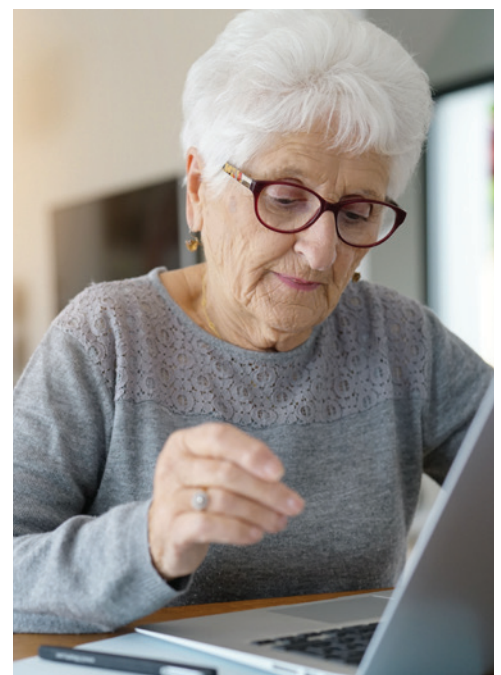
The team smashed their original target, raising a whopping £19,511.11

Getting Online with Learn My Way

Getting online is now more important than ever, with essential services like banks and GP services directing us to their online services and mobile phone apps to interact with them. This move online has been accelerated by the pandemic too.

We know a significant proportion of the people who use our services do not use the internet for many reasons. If the reason you don't go online is because you don't know how to use your computer or online programmes such as email, we think the free courses offered by Learn My Way are a great place to start.

You will need to ask someone who is able to use online services to get you started and to print off some of the material (they should go to www.learnmyway.com). Topics include 'Using your Computer or Device' which includes instructions on how to use a keyboard and mouse and 'Video Calling' which covers the most popular services including WhatsApp and FaceTime which are great for keeping in touch with family and friends.



Making a splash

Paddle boarding is a watersport where you lie, sit, kneel or stand on a board and use your arms or a paddle to propel yourself through the water. It is a sport that doesn't need a great deal of fitness to get started and it can be enjoyed by anyone, including disabled adults and children.

Paddle boarders report that not only does their physical health improve, the sport provides a great opportunity to be at one with nature, escaping the hustle and bustle of daily life. There are lots of sailing and boat clubs across the country that offer paddle boarding, to find your nearest, please visit gopaddling.info/paddling-with-a-disability. Facilities will vary from club to club, but usually full equipment is supplied, ranging from the one-person paddle board to the specially crafted paddle boards to hold wheelchair users or multiple paddle boarders on a larger board at one time.

Nicholas is a young man who loves paddle boarding at Cransley Sailing Club in Northamptonshire. Nicholas has cerebral palsy and is unable to stand unaided.



With support from paddle boarding coaches at the club, Sam and Neil, he is able to lie on his paddle board whilst using webbed paddling gloves to propel himself along, thoroughly enjoying the independence of paddling around on his own.

Nicholas said he likes 'feeling a great sense of freedom at being able to explore vast areas of the lake' and 'We have declared Cransley [Sailing Club] as our 'happy place'...where we can recharge and forget about the stresses in our lives and connect with other like-minded and supportive people'. We think the picture above says it all!

For more information about paddle boarding generally and to find your nearest club, please visit: gopaddling.info/paddling-with-a-disability

For more information about paddle boarding at Cransley Sailing Club (nr Kettering, Northamptonshire), please call Sam (07973 768475) or Neil (07940 529502) or visit Sam's website www.seedsofsamyoga.com

PAs eligible for flu jab

Despite the news being focused on the Covid-19 virus this year, flu remains a serious illness. Having the flu vaccine helps prevent the spread of this illness and all frontline health and social care workers including personal assistants are being encouraged to get the winter flu vaccine.

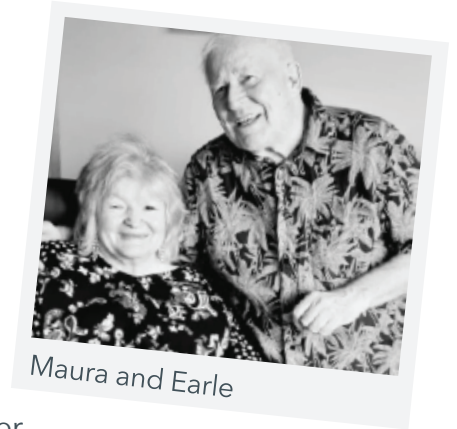
As last year, PAs are able to access the vaccine free of charge from GPs and community pharmacies via the NHS Complementary

Scheme. PAs can simply contact their GP or ask at their pharmacy and request the vaccine which is available from October. If they are asked to identify themselves as a PA, an eligibility letter has been produced.

This is available from the home page (Covid-19 section) of our website www.penderelstrust.org.uk to download. The form must be completed by the individual employer on behalf of the PA.

Maura's Story

Maura is a direct payment employer and is supported by our Lincolnshire team. She has Post Polio Syndrome which has left her with physical disabilities. Maura is supported by two personal assistants (PAs), Kelly and Louise. This is their story.



Maura and Earle

My name is Maura Tellum and I live in Gainsborough, Lincolnshire with my partner, Earle. I had polio but developed Post Polio Syndrome which has made me a prisoner in my own body and I now spend most days lying on the bed or using an especially adapted wheelchair.

Back in 2018 on a visit to my specialist, he advised strongly that we got carers to take pressure off my partner, Earle. The hospital contacted the local council, they appointed a social worker and they went through my financial assessment, this is where Penderels Trust came in!

With Penderels Trust, I was given the choice whether to manage the direct payment myself or hand it over to Penderels Trust. There was no contest, I chose Penderels Trust. You sign a customer agreement and are sent a pack explaining all you need to know regarding

being an employer and all you have to really do is keep the timesheets and make sure they are sent in on time.

A friendly support worker, Tammy Priestley [independent living co-ordinator in our Lincolnshire team], visited my home and explained the process to us.

Tammy has been extremely helpful, nothing is too much for her; when I needed new employees, she helped me recruit Kelly, a very bubbly, caring personality. When Kelly is on holiday, I have two casual PAs, one who sees to personal care and Louise, a very witty person who does the cleaning, shopping and cooking. I have to applaud Penderels Trust during the pandemic, they were on the ball keeping the information constantly updated. With Penderels Trust, you become an employer without work!

Meet my PAs

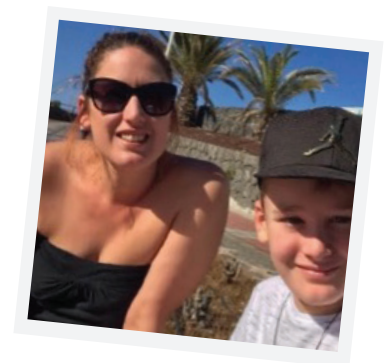
Kelly

Hi, my name is Kelly, I have been Maura's PA for just over a year and half, but I have been involved with Penderels Trust for over five years with several clients. I cannot express how excellent Penderels Trust have been, I have enjoyed working alongside them as no problem is too big for them, and I feel safe with them to support me.



Louise

I have worked for Maura for about a year. Kelly told me Maura needed someone to relieve her when she took annual leave. I attended an interview only to find our families had known each other for years! Penderels Trust provided my employer with a contract for casual workers for me and they were extremely efficient about the vaccination [for Covid-19] and making sure we had PPE equipment.



New Disability Strategy

The UK Government has launched its new National Disability Strategy. This is their commitment to improve things in the UK for disabled people and includes 100 immediate commitments and £1.6 billion of funding. You can read the strategy by visiting www.gov.uk/government/publications/national-disability-strategy which includes easy read and audio versions. There is also a short YouTube video which gives an overview.

Shaping Future Support: The Health and Disability Green Paper

A 'green paper' is a Government document containing ideas about a particular topic so that people can discuss them before any decisions are made.

The Minister for Disabled People, Justin Tomlinson, has published a green paper to gather the views on how the Government can help disabled people and those living with health conditions to live more independently, including support to start, stay and succeed in work and ways they can improve the experience people have of the benefits system.

You have the opportunity to have your say as part of the consultation for this green paper. If you visit their website, you can read the full consultation, versions are also available in easy

read, large print and audio. The questionnaire is also accessed from here. It is quite long and detailed and you need to read the green paper before you start to answer the questions. However, this is a good opportunity to get your experiences and opinions on the current benefits system, support to work and other issues that affect you heard directly by the government. The easy read version includes an easy read questionnaire. You can print off and post your questionnaire or you can email it to them.

www.gov.uk/government/consultations/shaping-future-support-the-health-and-disability-green-paper

Build Back Better: Plan for Health and Social Care

On 7th September 2021, the Prime Minister announced his plans for the health and social care sectors and how they can be funded. This included an increase in National Insurance contributions of 1.25% which will have an impact on those of you who employ PAs (and on PAs too as employees). The new rate is being introduced in April 2022. We will keep you updated on this and will advise you of any changes you need to make before then. You can read the full Government plan at www.gov.uk/government/publications/build-back-better-our-plan-for-health-and-social-care.

Every Action Counts

Every Action Counts is the new campaign in Social Care to help to keep people safe from the coronavirus Covid-19. As we head towards the colder weather, it is vital that everyone continues to observe measures to minimise the spread of the virus. The advertising strapline is 'It's Because I Care' which relates to actions you may take to protect other people and yourself against the virus e.g. asking someone to step back if they get too close to you.

Help keep yourself and others safe by:

- Wearing a mask or face covering if you can
- Washing or sanitising hands regularly
- Wearing PPE (or asking your PA to continue wearing PPE)
- Making space - 2 metres if you can
- Taking a test
- Asking PAs to only use rooms in your home that they need to
- Asking other family members/visitors to remain elsewhere in the house whilst your PA supports you if this is possible/appropriate



Trustees Update

At Penderels Trust, we are governed by a Board of Trustees who oversee our activities and make sure we deliver a high quality service to all our users.

Over the last few months, we have said farewell to Dick Harris and John Finnie, both of whom have been on our Board for many years. Everyone at Penderels Trust would like to thank Dick and John for their huge contribution to the organisation and wish them all the best for the future.

We have also welcomed new trustees Kire Jordanoski and Jane Heppel who have already helped us greatly as we return to more normal ways of working after the pandemic restrictions.



Kire
Jordanoski

Jane
Heppel

Dick Harris has shared with us his memories of his time with Penderels Trust which you can read below.

“My association with Penderels Trust predates the Trust itself.

In September 1987, I came to Coventry with my wife and 2 young children, to take up a new role with The Spastics Society (now Scope) and needed somewhere to live temporarily.

Apparently, it was Jackie Wakelin’s (CEO of Penderels Trust until her retirement in 2018) suggestion that we moved into a large house called The Penderels in Meriden, near Coventry. Jackie became Manager at Penderels Trust when it was formed in 1988.

My family lived at Penderels for 10 weeks, my wife taking on the role of caretaker /cleaner of the day service which was operational at that time. We had numerous power cuts and bats around at night. My son had his 1st birthday whilst we lived there and took his first steps. Now he has 3 children of his own!

I became a Trustee in 1989 until late 2020, when I resigned with a heavy heart. I was Vice-Chair for many years and take this opportunity to thank both past and present Trustees for their support, as well as all staff members who I have known.

I am honoured to receive the painting of me and the bottle of port in an engraved box. Thank you very much.”



Seeking new trustees

Are you a user of Penderels Trust services and would you like to have a say in how our organisation is run and develops in the future? We are seeking expressions of interest from people to join our Board of Trustees and are particularly looking for people who use Penderels Trust’s services.

While this role does need some time commitment from you, we are now holding virtual board meetings so you don’t need to travel to our head office in Coventry to attend.

You will be given plenty of support so don’t worry if you’ve not got experience of this sort of role before. What is really important is that you care about the people we support and how we can make things the best they can be for them.

For more information on the role of trustee or just an informal chat, please email Paula Walkington (pwalkington@penderelstrust.org.uk) or call 02476 511611.

We are looking for great PAs to help us promote the role

Penderels Trust is seeking a small number of PA Champions to help us create resources to support PAs and promote the unique role of the PA. We know that one of the most challenging aspects of being a direct payment employer is finding the right PA to work with you. We want to try and make that a bit easier by increasing awareness of the role, not just with those already working in the sector but to people who have no care work experience but have the right values and behaviours.

This is a longer term volunteer role and will probably take about 4 hours per month but this may vary and we can be flexible. We think this will be a fantastic opportunity for great PAs to develop new skills and experience different ways of working. They will be given full support and training from the Penderels Trust team.

If your PA is interested in getting involved in this initiative or would like more information, please email us at parecruitment@penderelstrust.org.uk

Funding available for rapid induction training for PAs

Skills for Care has granted funding to 12 training providers who are able to deliver the rapid induction training for PAs new to their job. This training is online and free of charge and covers topics including assisting and moving people, food safety and medication management.

For more information on how employers can access this training for their PAs, please read the article in their latest newsletter which can be found via their website: www.skillsforcare.org.uk/Documents/About/News/email/Newsletter-for-individual-employers-and-those-who-support-them-August-2021.html

Ray receives High Sheriff Award for Volunteering

Ray has received a special award from Mark Jackson OBE, High Sheriff of Worcestershire, in recognition of his work helping with the Monday Night Club which supports adults with autism or learning disability.

Ray has a learning disability and autism and is supported by our Worcestershire team. He lives at the Lifeways supported living service in Worcester. Ray has been a regular member of the Monday Night Club for four years and a volunteer for the last two.

Ray said "If it wasn't for the Monday Night Club I would not be the person I am today."

Helen Gill, Monday Night Club CEO, said: "Ray is always dependable, cheerful, helpful and, during this last very difficult year for our club, a great support for other members."

When the club's regular activities, including a disco and club meetings, had to stop due to the Covid-19 pandemic, Ray set up small online club meetings. He plays a leading role in the club's 'Happy Confident Me' sessions, which help members manage their anxiety and difficult feelings. Ray loves living at Lifeways, he is delighted to have his own place and his independence. Well done, Ray!





Birthday Wishes

Don Sutherland, direct payment user supported by our team in Lincolnshire, celebrated his 102nd birthday on 18th June. Here he is blowing out his candles on what looks like a delicious chocolate and strawberry cake!



Employer Updates and Reminders

Terms and Conditions of Employment

Don't forget that you need to provide your new member of staff with their Terms and Conditions of Employment (T & Cs) on the first day they start working for you. This is a legal requirement. You will need to re-issue their Terms and Conditions if you change anything e.g. their hourly rate of pay or the hours they work.

Annual Leave

It is important that you keep a record of the annual leave that your employee(s) have taken. It is not part of a payroll service to do this. It is a statutory right of the PA to have the annual leave they are entitled to. You should encourage your PA to take their allocated leave to ensure they get a proper break from work even if they say they are happy not to. We can support you to put in place a contingency plan to ensure you have the right care and support whilst they are away.

Employer's Liability Insurance

If you are an employer, you are personally responsible for the welfare of your employee(s) whilst they are working for you and you would be held legally liable for any injury to them or damage to their personal property.

It is a legal requirement to have an employer's liability insurance (ELI) policy in place when someone starts working for you. When you become an employer for the first time, we will support you with this process if you have our direct payment support service. It is important to remember to review and renew your policy every year, you are able to switch suppliers at this point if you wish.

There are a number of insurance providers that offer a policy suitable for direct payment employers. In some local authority areas they may tell you which insurance provider to use, but in most areas you can choose which one you buy your policy from.

The list opposite shows details of providers that offer suitable ELI insurance. There will be other providers in the marketplace but it is important they offer the cover you need.



Fish Insurance

Tel: 0333 331 3770

Email: admin@fishinsurance.co.uk

Web: www.fishinsurance.co.uk



Premier Care (Mark Bates Ltd)

Tel: 01476 514 478

Email: enquiries@markbatesltd.com

Web: www.markbatesltd.com



Surewise

Tel: 01268 200 020

Email: customerservice@surewise.com

Web: www.surewise.com