



Fairdeal
my support my choice

Welcome to our quarterly newsletter April 2019

In this edition we will tell you more about:

- Fair Deal celebrates 30 years
- Kenny Macliver award
- What's new at Fair Deal?
- Spotlight on Margaret & Margaret - 25 years service

Fair Deal celebrates 30 years



To celebrate this amazing milestone, we are planning on hosting a range of activities which will promote the organisation and build the capacity of the individuals we are working with. We hope this year will be a great success and it is great to see that the legacy of the parents and carers who originally set up this organisation lives on!

We recently kickstarted our 30th Anniversary Celebrations with a free party night in The Glencairn Club, which was attended by over 100 people we support, family members and staff. This night was a great success with the dance floor fully packed all night! If you enjoyed it give us a big shout out!

Kenny Macliver award:

April sees us launch the Kenny Macliver award. We worked with the Quality Forum to develop the award and we have introduced 3 annual awards for staff in line with the recognised Values of the organisation.

- Empowering
- Innovative
- Encouraging

Nominations can be made by anyone connected to Fair Deal (i.e. people who use Fair Deal services, family members/carers, staff members, managers, volunteers, external agencies etc.) for any staff member they feel has gone above and beyond in their contribution to the work of the organisation this year.

For more information please contact our business support team or have a look on the web site. Closing date for nominations is at noon on June 20th 2019 and the successful winners will be identified and presented with their award at the AGM on Tuesday September 24th 2019.

What's new at Fair Deal?

From January we have employed 5 new support workers staff.

Welcome to Fair Deal: Rhoda Hamitouche, Donna McCormack, Sharon McCrae, Roseanne Moran, Chelsie Wilson and Steven Watson.

Community connections is under review! We are looking at our Social and Leisure programme with Roy Crosbie from CEIS; we want to refresh the programme and introduce new opportunities.

Connecting on Board is on the move! We are using the people carrier 5 days per week and feedback so far has been great. We are planning to lease a second vehicle and keep the wheels turning!

Connecting Neighbourhoods: Fair Deal and SOL Connect submitted a funding application to take forward the initiative and support a collaborative approach to night time support arrangements across Glasgow. We will keep you updated on progress

Connecting You! We are developing a 12-week pilot programme in partnership with the Jeely Piece Club to offer anyone aged 55 or over an opportunity to come together on a Monday. We are offering an opportunity to garden at the HYG garden, cook and bake healthy meals and snacks, meeting the charity "give a dog a bone", linking with the children from the Jeely nursery and having some fun while exercising. We have submitted a funding application for the pilot with a view to starting on the 12th of May. Fingers crossed!

ISO: We were successfully reaccredited on April 17th during the year the following policies have been updated or introduced within the organisation following on going audits:

- ASP - updated
- Child protection - updated
- H&S - updated
- Lone working – updated
- Communication tools - updated
- PVG and disclosure - updated
- Adverse Weather – new policy
- GDPR – new policy
- Health and Safety Training – new policy

The Quality statement was reviewed and update at Management Review meeting on the 19/3/19.

For more information contact Anne Marie Borthwick

Spotlight on Margaret & Margaret

25 years service: As of April 1st 2019:



Margaret Fenton, Operational Team Leader, will have reached a milestone within Fair Deal. Margaret started work with Fair Deal on the 26th of July 1993 as a support worker with the organisation's first service, "The Castlehall Housing Project", which was a core and cluster model of support for 12 people. Five people were supported within the core accommodation and seven people were supported within the community in their own flat living on their own or sharing with someone else. Margaret has made a huge contribution to the organisation and is currently leading on one of our key developments, Connecting Neighbourhoods.



Margaret Rigley support worker with lead role responsibility has also reached the 25 year milestone. Margaret joined Fair Deal on the 16th of August 1993 as a member of the admin team on a job-share basis. The organisation's main office was in the Castlemilk shopping arcade. Margaret got to know the support staff [much fewer in number in those days] and people we were working with in her role and built a rapport with everyone. Margaret applied for a vacancy for a support worker with the organisation and has worked with a number of people throughout the years. Margaret has contributed greatly to the organisation and is a valued member of the team within GS4 and Fair Deal as a whole.

Congratulations to you both on a fantastic achievement.

VAMOS: We have worked in partnership with VIAS to train 8 support workers in systematic instruction. The team are now working alongside people who want to learn a new journey. Martyn Greenfield has been involved in the programme with Jay and he told us that "Independence is something we all strive for from a young age and this can range from a lot of different things. To be part of something that helps young adults gain that independence is fantastic".



*Martyn Greenfield
and Jay McGuinness*

Jay is a remarkable young guy who wishes to be independent and to use the skills learned in his everyday life. He already is able to travel to college independently and Jay wanted to expand his travelling to more complex journeys. Jay attends HYG [Help Yourself Grow] gardening group in Castlemilk and wanted to be able to travel there by himself.

"To be part of something that helps young adults gain that independence is fantastic."

Systematic instructions is a way to break down an everyday task into something more manageable and simplify it so it is more easy to understand. Once the task is broken down it gives us the opportunity to evaluate all the risks and help the individual understand these risks.

Not everyone who takes part in the training will be successful in travelling independently but our goal is to help the individuals take something from the experience. This can be something simple or something big but everyone who takes part will learn and take something away from it.

It is a very rewarding thing seeing someone learn, adapt and grow in their independence"

