

YOUR **PRIORY**

CELEBRATING AND INSPIRING OUR PRIORY COLLEAGUES

SUMMER 2019

WELCOME
TO YOUR
NEW
COLLEAGUE
MAGAZINE



**Celebrating the
30th anniversary of
Rossendale School**

Turn to **PAGES 18-21**

IN THIS ISSUE:

PRIORY AWARDS 2019

All you need to know to
nominate your colleagues
for a Priory Award

PAGE 4

THRIVING AT PRIORY GROUP

Meet Priory's new
Diversity and
Inclusion Group

PAGE 12

PRIORY SUMMER OF WELLBEING

Helping you get fitter
and healthier this
summer

PAGE 22

PRIORY
GROUP OF COMPANIES

A REAL AND LASTING DIFFERENCE FOR EVERYONE WE SUPPORT

WELCOME TO YOUR PRIORY MAGAZINE



Our new colleague magazine is all about celebrating you and the wonderful work you do to support our patients, residents and pupils.

2019 has so far been a demanding year. Commissioning and resourcing challenges continue to put pressure on certain areas of the business, but despite these challenges we continue to perform ahead of the market in all key operational areas across all divisions.

The recent negative press coverage is a timely reminder that service user safety should and does remain our absolute priority and it is the responsibility of all colleagues to ensure that this is our primary focus. We will also continue to invest heavily in training and our facilities to ensure we provide the safest possible environments for those in our care. We will also continue to invest in and improve our systems and are currently piloting Datix, our new incident reporting system, so look out for updates in the Your Weekly Brief email at the start of each week

Our new Quality, Nursing and Professional Development department will also support you with high quality and professional service delivery, professional leadership and by creating new cross-divisional service networks to improve outcomes. The team are currently working on great initiatives such as a physical health strategy to keep our service users fit and healthy (page 14).

I'm delighted we have launched the nominations for our Priory Awards 2019 (page 4) with new categories such as Newcomer of the Year and Priory Trailblazer. I encourage you

to nominate the shining stars in your teams and celebrate how they make a difference.

I'd like to congratulate Liz and David Duncan (pictured on the front cover), 30 years ago they both opened Rossendale School and since then have supported over 500 young people (page 18).

I'm also proud of the work of our Diversity and Inclusion group, made up of colleagues from across Priory. The group has launched a new strategy called Thriving at Priory (page 12) and are asking colleagues to join networks to help remove barriers to success.

Our Career Pathways website continues to grow (page 6), if you haven't done so already and you wish to develop your career, please take a look at priorycareerpathways.com and add your ideal role, i.e. the role that you want to be doing. We're adding new pathways all the time and supporting more of you than ever with learning while you work.

I'd like to thank all of you for your contribution to Priory's success and to invite you to take part in our Summer of Wellbeing so you can continue to be the best you can be. I know we all have busy lives but it's so important to take some time for ourselves, by taking part in Priory's Summer of Wellbeing you'll get fitter, eat better, relax and sleep more (page 22).

Enjoy the summer and if you have any questions or feedback to share, please contact me at CEO@PrioryGroup.com

A handwritten signature in black ink, appearing to read 'T. Torrington'. The signature is fluid and cursive, with a large loop at the end.

Trevor Torrington
CEO, Priory Group

YOUR MAGAZINE IN A MINUTE



COVER STORY

18 **CELEBRATING 30 YEARS AT ROSSENDALE**
We spoke to Head Master David Duncan about the history and achievements of the outstanding school on the Moors



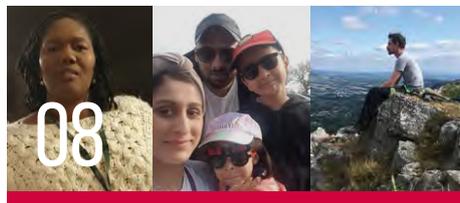
04
PRIORY AWARDS 2019

All you need to know to nominate your colleagues for a Priory Award



06
CAREER PATHWAYS

Join our 48 trailblazers and achieve your dream promotion



08
NURSING, FLEXIBLE WORKING AND RELOCATION

How to strike the balance between your work and home life whilst also developing your nursing career at Priory



12
THRIVING AT PRIORY

Meet Priory's new Diversity and Inclusion Group



14
HELPING OUR SERVICE USERS BECOME FIT AND HEALTHY

Discover our new physical health strategy and see what colleagues are doing already



16
A DAY IN A LIFE...

We step into the shoes of Registered Manager at March House, Helen Llewellyn



17
PRIORY JOB SWAP

Service Manager Mark Humphrey swapped roles for the day with Skills For Life Co-Ordinator Donna Slaughter



22
PRIORY SUMMER OF WELLBEING

Start your summer right with health tips, wellness ideas to inspire, recipes and so much more



26
SUMMER SAVINGS WITH YOUR PRIORY, YOUR BENEFITS

Money saving tips for the school holidays and summer ahead



28
COMPETITION TIME

Can you complete our Priory word search and win treats for your team?

PRIORY AWARDS 2019

NOMINATE YOUR SHINING STARS FOR A PRIORY AWARD

NOMINATIONS FOR THE PRIORY AWARDS ARE OPEN UNTIL 7TH JULY. ALL COLLEAGUES, PATIENTS, RESIDENTS, PUPILS AND THEIR RELATIVES CAN SUBMIT A NOMINATION.

TO NOMINATE VISIT WWW.SURVEYMONKEY.COM/R/PRIORYAWARDS2019 DOWNLOAD A PAPER FORM FROM THE INTRANET OR SEND A TWO-MINUTE VIDEO NOMINATION TO PRIORYAWARDS@PRIORYGROUP.COM

New award categories for 2019:

Category: Newcomer of the Year

Who can you nominate: A colleague who has joined Priory in the last 12 months who:

- Lives our values
- Has made a positive difference
- Carries out their work with pride
- Is an inspiration

Category: Priory Trailblazer

Who can you nominate: An exceptional colleague who has been promoted in the last year and who:

- Lives our values
- Has made a positive difference
- Carries out their work with pride
- Is an inspiration
- Actively encourages others to grow

Category: Apprentice of the Year

Who can you nominate: While the title 'apprentice' is technically for someone on a 12-month approved apprenticeship scheme,

you can nominate any outstanding colleague who combines work with study and:

- Lives our values
- Has made a positive difference
- Carries out their work with pride
- Is an inspiration

Category: Outstanding Leader of the Year

Who can you nominate: For the first time, any colleague can nominate a site leader or department head who makes a lasting difference to their site or function and who:

- Develops and inspires colleagues
- Delivers exceptional results that have a wide impact
- Has transformed their area or role so that it showcases best practice
- Is at the forefront of developments in their job area and applies this learning so that others can benefit

These popular categories will also return for 2019:

Chief Executive's Award for Long Service

Who can you nominate: A colleague who has been at Priory (or a company that has joined Priory) for at least 15 years, showing exceptional commitment to their site, people in their care or their department, team or area.

Putting People First

Who can you nominate: A colleague or team who puts the needs of service users or colleagues above all else for example by:

- Doing something extraordinary to help a service user or colleague
- Supporting a service user to fulfil ambitions or life goals which are particularly challenging, either for the service user or the person arranging the activity
- Providing an exceptional level of care, excellent customer service to people outside of Priory, or outstanding support to colleagues

Being Supportive

Who can you nominate: A colleague who supports colleagues, service users or their families for example by:

- Going out of their way to help colleagues, service users or their carer/family
- Being caring and compassionate to give superb support at a particularly difficult time or in a challenging situation

You can also nominate an exceptionally strong team which:

- Works brilliantly together
- Helps one another to deliver exceptional results
- Supports one another through a challenging situation

Acting with Integrity

Who can you nominate: A colleague or team for being honest, transparent and decent; treating colleagues with respect for example by:

- Working excellently alongside colleagues, commissioners or partner organisations
- Being open and honest with colleagues, service users or their family
- Great communication:
 - Sharing information to keep colleagues informed in a timely manner
 - Sensitively delivering news about a difficult topic
 - Promoting diversity and inclusiveness

Being Positive

Who can you nominate: A colleague or team striving to get things done; never giving up and learning from mistakes, for example by:

- Perseverance and overcoming barriers to make things better for service users or for colleagues
- Having a positive outlook and being proactive to turn a negative into a positive
- Supporting service users to achieve their very best in the face of adversity

Striving for Excellence: For diligently working to improve the services we provide.

Who can you nominate: A colleague or team diligently working to improve the services we provide for example by:

- Building exceptional relationships based on trust
- Improving processes or policies to make things quicker and easier
- Using initiative to improve the environment at a site or office
- Helping other colleagues to be the best they can be by coaching and supporting them

New for 2019: Video nominations and shorter forms:

Nominations can be made in three ways:

- **Online form:**
<https://www.surveymonkey.com/r/prioryawards2019>, we've shortened the form to make it easier to nominate
- **Paper form:** downloadable from the intranet on the Priory Awards page
- **Video:** this year colleagues have the option to email PrioryAwards@PrioryGroup.com with a two-minute video nomination

Want to promote the awards on your site?

Search Priory Awards 2019 on the intranet and you'll find:

- Posters to print off for colleague notice boards and external posters for public areas
- Names and criteria for all the awards
- Details of how to nominate
- Paper forms for patients, residents, pupils and their relatives

What happens next?

Once nominations close on 7th July, CEO Trevor Torrington and our Chief Operating Officers from each division will shortlist over the summer.

In September shortlisted nominees will be invited to the Priory Awards on 7th November 2019.

Good luck!

JOIN OUR 48 TRAILBLAZERS AND **ACHIEVE YOUR DREAM PROMOTION**

THIS SUMMER WE'RE CELEBRATING THE 1ST BIRTHDAY OF OUR CAREER PATHWAYS WEBSITE. SINCE THE LAUNCH OF WWW.PRIORYPATHWAYS.COM COLLEAGUES HAVE BEEN USING CAREER PATHWAYS TO ACHIEVE THEIR POTENTIAL IN THEIR CURRENT ROLES, VIEW THE DEVELOPMENT OPPORTUNITIES ACROSS PRIORY AND TAKE THE NEXT STEPS TOWARDS THEIR DREAM ROLE.

Already 767 colleagues are well on their way to achieving their career goal by combining work with study through apprenticeships.

What's more, 48 of our colleagues have been promoted, working with their line manager to gain practical experience and training, before applying and being successful in securing their new role.

CEO Trevor Torrington is a committed champion of the Career Pathways programme and said: *"Congratulations to our 48 colleagues who have been promoted through the Career Pathways scheme. I am keen to increase this number and help our colleagues achieve their career ambitions. We've increased the budget for training and development and are working with line managers to help support your career ambitions so please take up this opportunity."*

"Whether you are a Healthcare Assistant aiming to be a nurse or a Support Worker hoping to become a Senior Support Worker, please set your ideal role within Priory Academy and speak to your line manager about your next steps."

Meet trailblazers Jody, Beth and Cat

Jody and Beth both work in Awen Ward at Llanarth Hospital. They used Career Pathways to develop the right path for them and have both been recently promoted.



Jody joined Priory four years ago, originally through an agency, then on the bank, before securing a permanent position as a Healthcare Assistant. She had prior experience working within mental health and so after exploring the Career Pathways map, started working towards a promotion to become a Senior Healthcare Assistant.

Using the information available on Career Pathways, and with support from the team on site, Jodie completed all the recommended learning and development, alongside the required learning, which helped her get promoted to Senior Healthcare Assistant.

Now in her new role, Beth's favourite thing about her job is making a difference to the people she supports. She's also looking forward to mentoring and assessing new colleagues undertaking the Care Certificate, and will continue to develop herself by attending the Priory Group Leadership and Management Workshops.

Beth joined Priory over two years ago, initially on the bank and then secured a permanent position as a Healthcare Assistant. Prior to this Beth was a beautician but felt there was little room to progress, and so she made the brave change to working in Healthcare.



Like Jody, Beth also took advantage of the wealth of information available on Career Pathways, and thanks to support from her team, she progressed to the role of Senior Healthcare Assistant and is about to start her Level 3 Diploma in Health and Social Care.

Beth soon discovered she enjoyed the therapy side of the role most, so has now changed pathways and is a Therapy Assistant. She's excited for the therapy pathway to go live later this year so she can continue to develop and follow it to her ideal role of Occupational Therapist!

Cat is a Staff Nurse on Wainwright Ward at Kemple View hospital. She joined Priory as a Healthcare Worker and made the most of the development opportunities available on Career Pathways to progress.



When Cat joined Priory four years ago, her initial intention was to leave after a year to work in a different field altogether. However, just a few months into her role she discovered her passion for mental health and decided to pursue a career in nursing.

Cat discussed her career goals with her manager, then applied to do a Mental Health Nursing course at a local university. Priory supported Cat by giving her contracted shifts throughout her three-year course so she could balance working with her studies. She also took advantage of the training Priory offers, such as safer administration of medications and rapid tranquilisation, tissue viability, working with offenders with sexual risks, and substance misuse training, to name but a few.

Cat also attended Priory's preceptorship training sessions where she learned and developed many skills nurses require.

As well as now being a Staff Nurse on Wainwright Ward – a 16-bed male, low secure, personality disorder unit – Cat is also a Physical Health Champion and Least Restrictive Practice Champion, allowing her to work collaboratively with all patients and colleagues on the ward in order to improve these aspects of care. She's also completed training to support this, including diabetes awareness, which was fully funded by Priory.

Cat loves being a primary nurse to patients on the ward and being directly involved in their progression to discharge. She also enjoys working within a fantastic, supportive team at a hospital that has an excellent ethos and fully supports the development of the colleagues that work there.

Feeling inspired?

Whether you're a new starter or have been with us for a while, we're committed to investing in you.

Career Pathways is our way of supporting you to get the most out of your career with Priory Group. It provides guidance, recommending learning opportunities to support your development and access to new and exciting apprenticeships.

Set your ideal role, take a look at our vacancies for inspiration or speak to your line manager about your possible next steps.

How does it work?

Career Pathways allows you to explore the different types of roles available at Priory, giving you the opportunity to take proactive steps and work towards the next stage of your career.

You can click on the different job titles on a career pathway to:

- **Find out more information about the role**
- **Learn what you'll need to do to develop and prepare for the job**
- **Get real life insights from Priory colleagues talking about their experience doing the role**
- **Explore current vacancies**

Choose your ideal role

Once you know what job you'd like to work towards, you can set your 'ideal role' on Priory Academy. This will then be visible to your line manager, so you can work together to ensure you get the correct development opportunities to achieve your career goals.

Applying for promotion

With over 450 sites across the UK there is very likely to be a vacancy for you either on your current site or another Priory site local to you. Visit the vacancies page for promotional opportunities jobs.priorygroup.com/vacancies/ or talk to your line manager.

Recommended learning

Log onto the Academy to see what learning and development opportunities we recommend for you, these may be for an apprenticeship or one of our leadership workshops.

New pathways coming soon

We've already mapped out many career pathways such as nursing, teaching and support, and are going live with therapy, psychology, social work, support services and Central Services before the end of September.

Don't have a pathway yet?

While we're adding more pathways all the time, if you don't have a pathway you can still pursue your career ambition, speak to your line manager and develop a personal development plan mapping out your journey.

Celebrating our apprentices and trailblazers

It's not easy combining work with study or stepping out of your comfort zone to pursue your dream role, so we're celebrating our colleagues who are currently on an apprenticeship or have been recently promoted and are inspiring others at this year's Priory Awards. Nominations are open for both Priory Apprentice of the Year and Trailblazer of the Year until 7th July, see page 4 for details.

How Career Pathways will look when all lines are live



FLEXIBLE WORKING AT PRIORY

FLEXIBLE WORKING IS A GREAT OPTION FOR MANY OF OUR COLLEAGUES AS IT ALLOWS THEM TO MANAGE THEIR SHIFTS AND RESPONSIBILITIES AROUND IMPORTANT COMMITMENTS OUTSIDE OF WORK. WE CAUGHT UP WITH COLLEAGUES ABOUT THEIR EXPERIENCES OF WORKING FLEXIBLY AT PRIORY



Riz Yusuf (Staff Nurse)

Riz has worked at Kemple View for over 10 years. Following the birth of her first child in 2012, Riz spoke to her manager to discuss the possibility of reducing her hours.



How did you approach your manager about flexible working?

"I spoke to my manager and we looked at how we could make it work for both the business needs and my work life balance and came up with an agreement that saw me dropping a couple of shifts per week.

"My advice for colleagues looking to work flexibly is to talk to your manager. Just be really transparent about what is going on, because if they don't know your situation, how can they possibly look to accommodate you?"

How did having more children affect your flexible arrangement?

"After the birth of my second baby, my mum, who used to look after my older child had to stop and instead care full time for a relative following an accident.

"My manager agreed to reduce my hours further and I now work fixed shifts to help me plan my child care. Kemple View has been understanding of my personal circumstances and supported me in achieving a healthy work/life balance that works well for me and my family."

Sabrina Fensom (Healthcare worker)

Sabrina has worked at Kemple View for four years. Her situation is a little different - she still works full time hours but no longer works Saturdays.



Why did you decide to work flexibly?

"My partner used to work away during the week, so working Saturdays meant I was missing out spending quality time with my family. If I had to continue working Saturdays I would have needed to look elsewhere for work, which I really did not want to do. I was aware that some people worked flexibly, but didn't know exactly what that meant or if it was something I could request."

How does flexible working help you?

"Having a set weekend day off is even more helpful now I have split

with my partner as I know that I can always look after my daughter on the weekends she doesn't spend with him."

Lisa Potter, Director of Clinical Services, played an integral part in helping Riz and Sabrina get their new flexible work authorised. We spoke to Lisa to find out how she feels the opportunity for flexible work supports our colleagues' wellbeing and overall relationship with their work.

"At Kemple View we are keen to proactively consider flexible working for colleagues. We find that this has a positive effect on recruitment and retention, increases colleague engagement and can reduce absence from work.

"In both Sabrina and Riz's case, I think that the flexible working has allowed them to have a better work/life balance and meet the needs of their family and personal lives in a way that the traditional shift pattern may not have."

Jacquie Bowen (Home Manager)

Jacquie Bowen, Home Manager for Priory Adult Care's Blair House told us about occasions where flexible working has been arranged:

"We had one nurse apply to work for us because he had requested to move from night to day shifts in his previous home and they could not accommodate this. We have been able to offer him day shifts.

"Another nurse had been expected to work over 55 hours per week in her last job. I have assured her she will only work her 38.5 hours per week unless she decides herself to pick up extra shifts."

If you are interested to find out whether flexible work could be an option for you, speak to your line manager.

Blog: Support for nursing ambitions in Priory Healthcare



If your career goal is to become a nurse we can help by enabling you to learn alongside your full time job and achieve a debt free qualification.

Across Priory we currently have 25 apprentice student nurses working their way towards their first nursing role.

As a student nurse, we'll support you by:

- **Giving you time off during work hours for study on site or at an allocated university near you**
- **Assigning you an onsite mentor**
- **Giving you access to any support you need from our experienced Learning and Development team**
- **Providing excellent placements within our services across a wide range of specialisms adding to your experience before you begin your new role**
- **Placing you in a preceptor role once you have completed your nursing apprenticeship. Here you can explore different clinical specialisms and choose an area of nursing which sparks your passion**

To help you take your first step in your nursing career take a look at the Priory Career Pathways website, decide on the route you want to take, and with the support of our Learning and Development team, you will be on the way to achieving your next career milestone. Good luck!

Best wishes,

Gary 'Tosh' McIntosh
Head of Learning and Development

Explore the opportunities available at
www.priorycareerpathways.com

Relocating with Priory

Take your Priory job with you when you move home

Relocating to a new town or city can be a stressful time, but it can be a lot easier if you have a job to take with you. With over 450 sites across the UK and Ireland and roles across three sectors, we can support you to find a Priory role near your new home.

We spoke to **Charlie Kininmonth** who recently moved from Priory Hospital Burgess Hill in West Sussex, to Llanarth Court in Monmouthshire, South-East Wales.



"I got a job as a Staff Nurse at Priory Hospital Burgess Hill in 2014 and was promoted to Charge Nurse while there.

Though I was Sussex born and bred, my wife and I wanted to move to Wales to start a family.

"At the start of 2018 I researched various Priory Group hospitals and felt that Llanarth Court was the most suitable as it was in the area we hoped to move to and it has similar patient groups to the ones I was used to working with.

"I contacted the HR Administrator at Llanarth Court to see if there were any Charge Nurse vacancies. I was informed that there weren't but I was offered an interview for a Staff Nurse 4 position.

"The process of transferring was very easy and smooth. The HR team at Priory Burgess Hill and Llanarth Court sorted pretty much everything. My manager was sad to see me go but was very helpful in authorising me to book unpaid leave to give me time to clean out our old house, pack up and move our belongings to our new house.

"Relocating is a stressful and difficult life event but I found it hugely reassuring to know I had the stability of a job to go to where I was familiar with the role including paperwork, policies and procedures and the general day-to-day demands and duties. My wife has a civil service job and found the transferring process very difficult, so I felt especially lucky to have such a smooth transition.

"Moving from Sussex to Wales dramatically reduced our living costs, much more than the difference between my previous Charge Nurse salary and my new Staff Nurse 4 salary. We were able to afford to rent a much nicer house at half the cost and have more disposable income.

"I was welcomed into the ward team and feel well integrated and supported by my team and manager. It's been nearly a year and every day I am glad I made the move."

Melissa Coley is now a Charge Nurse at Lakeside View Hospital in the West Midlands, but before relocating, she worked in a Senior Staff Nurse and Acting Deputy Role at Kent House Hospital in London.



"In December 2017 I decided that I wanted to move out of London but didn't want to move away from Priory so I started looking for Priory hospitals with vacancies. Before doing anything I spoke with my Hospital Director and also the HR team at Kent House to help me.

"I found out that the CAMHS unit at Woodbourne had vacancies. After speaking with the HR team and Director of Clinical Services I was invited for an interview, just four weeks later I had relocated to the West Midlands from London.

"Later, in June 2018 I was asked if I would consider coming across to Lakeside View Hospital as a Senior Staff Nurse, I grabbed the opportunity with both hands. After being in post for four months, I applied for the newly vacant Charge Nurse role.

"Relocating is not an easy one but it's reassuring when you work for a company that can support you in the process, ensuring that you wake up in a different part of the country but you are still employed. I have moved to a new area with no friends so for me job hunting would have been way harder.

"I want to thank the HR team at Woodbourne that has been in my corner ensuring that all the I's were dotted and T's were crossed. You never know another relocation might be on its way."

If you're interested in relocating simply email Relocation@PrioryGroup.com with the following information:

- **Current location and job role**
- **Where you are looking to move to**

A member of our recruitment team will get back to you and we'll work with your current and future site to organise a start date while taking into account how long you need to move and settle in your new home.

THRIVING AT PRIORY

PUTTING DIVERSITY AND INCLUSION AT THE HEART OF WHAT WE DO



Pictured from left to right: Annabel Underwood, Anne Olliver, Dean Shortt, Jane Stone, Jacqueline Revell and Vicky Morrell. Joyce Wilson, Bonnie Anderson, Curtis Hallam, Dr Gary Walker, Karen Langton, Donald Moffatt, Nicky Cooper, Paul Cowans and Victoria McNulty are not pictured but are also part of the group.

New board director **Jane Stone** has long been a passionate champion of Diversity and recently put out a call to action for colleagues who were committed to Diversity and driving change to join her Diversity and Inclusion group.

She was delighted when colleagues across Priory came forward, each with their own unique experience and ideas for removing barriers to succeeding.

The Diversity and Inclusion group has been working on a new strategy, titled Thriving at Priory so we met them to learn more.

Jane Stone

Group Director of Quality, Nursing and Professional Development

“Thriving at Priory is about celebrating and respecting difference. It’s understanding that listening to differing perspectives and experiences is essential to our success, and will help us provide the best quality care to our patients, residents and pupils.

“I was keen to work with colleagues to put the group and the strategy together so we had a range of voices and experiences identifying the barriers that colleagues and service users at Priory face.

“There are some great initiatives at Priory such as flexible working, and Career Pathways but this is about putting Diversity and Inclusion at the heart of everything we do and really asking ourselves, are we including everyone and giving them a fair chance.

“There is a lot of work to be done at every level of the organisation and I’d like everyone at Priory to get involved.”

Anne Olliver

HR Business Partner: Priory Healthcare

"I joined the Diversity and Inclusion group because I felt that this was an area that was missing within Priory's overall culture. Based on my own experience of talking to colleagues, I was aware that this was something that they were looking for us as a company to address.

"It would be great to get as many colleagues involved as we can to help drive our Diversity and Inclusion agenda and start to celebrate and recognise all our colleagues within the group."

One of the ways colleagues can get involved is by joining a Priory Network, these groups will represent colleagues under the Diversity umbrella and we hope to have many groups such as:

- **Priory LGBTQ+ Network**
- **Priory BME Network**
- **Priory Women Network**
- **Priory Men Network**
- **Priory Parents Network**

Each group will look at the barriers they face and create solutions as well as promoting awareness. To get involved just email AnnabelUnderwood@PrioryGroup.com

Dean Shortt

Regional Support Service Manager South

"One of our first official actions as a group was to join the Stonewall Diversity Champions Programme. One in seven (14%) of people who identify as Lesbian, Gay, Bi and Trans (LGBT) say they can't be themselves at work.

"Stonewall Diversity Champions Programme is the UK's leading employers' programme for ensuring all LGBT colleagues, customers, clients and service users are accepted without exception.

"Stonewall, which is the UK's largest LGBT equality charity, will help us by reviewing our policies, supporting us with our Priory colleague networks, sharing our information on their Starting Out Guide sent to thousands of colleges and universities and also their Proud Employers website, a jobs board for LGBT candidates."

Jacqueline Revell-Hughes

Hospital Director

"I feel passionately that Diversity should be celebrated and embraced. It would be a very dull world if we were all the same! As a diverse group of colleagues we have the ability to work together to ensure that our culture is one of inclusivity for the benefit of everyone.

"I'm looking forward to setting up our Priory LGBTQ+ network and connecting colleagues across Priory. This is a real opportunity to shape the future of the Priory Group to ensure that everyone who works with us or who we support, is valued and recognised as an individual with equal respect.

"We'll also be taking part in Pride events across the country, we've earmarked Herts and Brighton this year."

Phil Winterbottom

Group Designated Nurse for Safeguarding

"This group reflects the needs of both colleagues and the individuals we support. I was delighted to be invited to join the group by Jane Stone. Inclusion and recognising Diversity is an important area of safeguarding and it's great to see a group that gives everyone a voice."

Satnam Kaur

Group Head of Internal Communications

"It is so important to write about different role models which our colleagues can identify with. In March, we published the stories of six incredible female colleagues for International Women's Day and they inspired such a positive response because colleagues could relate to the challenges these women faced.

"I'm looking forward to raising awareness and celebrating key events such as Black History Month, and World Mental Health Day with real life colleague experiences."

We'd love to hear your story so please email us at InternalCommunications@PrioryGroup.com

HOW YOU CAN GET INVOLVED

- Join a Priory network
- Become a Diversity Champion
- If you're a YSF rep get in touch about adding Diversity to your agenda
- Share your story

For details email AnnabelUnderwood@PrioryGroup.com

HELPING OUR SERVICE USERS BECOME FIT AND HEALTHY



AS WE LAUNCH PRIORY'S SUMMER OF WELLBEING FOR COLLEAGUES (SEE PAGE 22), WE ALSO WANT TO FOCUS ON OUR NEW PHYSICAL HEALTH STRATEGY, WHICH WE'VE INTRODUCED TO ENSURE OUR SERVICE USERS ARE AS FIT AND HEALTHY AS THEY CAN BE WHILE IN OUR CARE AND BEYOND.

Priory's Physical Health Strategy

There are eight key areas of the strategy:

<p>Support to quit smoking</p>	<p>Tackling obesity</p>	<p>Improving physical activity levels</p>
<p>Reducing alcohol and substance use</p>		<p>Sexual and reproductive health</p>
<p>Medicine optimisation</p>	<p>Dental and oral health</p>	<p>Reducing falls</p>

CQUIN 2019: Maintaining Healthy Weight

CQUIN stands for Commissioning for Quality and Innovation, and its aim is to improve quality, and drive innovation in hospitals. The forensic CQUIN for this year is **Maintaining Healthy Weight**.

Baseline data of patients' Body Mass Index (BMI), activity levels and sense of wellbeing are the areas that will be monitored at regular intervals to measure the two main drivers of the **Maintaining Healthy Weight CQUIN**:

- **Monitoring physical health**
- **Promoting healthy living**

The CQUIN recommends promotion of good diet, exercise, mental health promotion and reducing harmful behaviours such as smoking, drinking alcohol, and using illicit substances.

Paul Cowans, Specialist Director and professional lead for Forensic Services at Priory explains: *"There is an urgent need to focus on patients eating healthily and achieving a balanced diet, promoting increased physical activity and mental wellbeing. This follows The 2017 Public Health England report which identified the extent of obesity in adult secure inpatient units: reported rates were up to 80%, compared to around 60% in the general population.*

"The report highlighted concerns regarding the tendency of secure settings to operate an 'obesogenic' environment, thereby contributing to a higher likelihood of developing physical conditions."

Each forensic site has to complete an initial assessment report on why change is required, and how they will carry out the changes required in a co-produced way with patient and carer input.

Sites that are leading the way with Priory's Physical Health Strategy

Priory Hospital Bristol goes smoke free

Adam Lampitt talks to us about going smoke free at Priory Hospital Bristol at the start of the year.



"When we heard in June 2018 that all Priory sites would eventually go smoke free, we decided to set a date for 1st January 2019 to tie in with New Year's resolutions, giving us plenty of time to plan.

"We set up a working group of a range of colleagues to meet monthly and address the issues around going smoke free. We then created Smoking Cessation Champions who, with online training, provided support and advice to colleagues and patients if they so wished. We also had a displayed count down and emailed everyone at site daily to remind them of the support available and how many days were left.

"All patients, care co-ordinators, and where applicable relatives, were written to advising them about the change, which on the whole went down well with the advanced notice.

"One of the most challenging areas in implementing a smoke free site was for our patients who have dementia and those that lacked capacity, so work started with these patients immediately. We discussed and agreed reductions in their opportunity to smoke with both internal and wider Multi-Disciplinary Teams.

"An intervention like this is never without its problems, but overall patients and colleagues have really embraced and accepted the changes. New patients and visitors have been happy to adhere to the smoking ban and understand that this is the usual norm in most services these days."

Adam's tips for going smoke-free:

- 1) **Plan, plan, plan** - don't underestimate the impact going smoke free will have on both colleagues and patients. Advanced planning is so important
- 2) **Communication** - involve as many people as you can in the planning and implementation, this way it's easier to get everyone on board. Don't underestimate the impact of signage as well
- 3) **Set clear boundaries** - we set out where, what, when and how people could smoke off site if they so wished to. If the boundaries are clear and consistent, you will have little push back as everyone understands what is acceptable



Cinzia Pickett: Getting fit with patients

Often spotted jogging with patients around the scenic grounds at Highlands (the new residential treatment centre at Ticehurst) is Healthcare Assistant **Cinzia Pickett**.

"I joined Priory at the same time Highlands opened and a patient made a comment about wanting to go for a run. I'm a keen runner myself and am currently training for the 2020 London Marathon so I checked with my manager and since then it has become a regular thing. I take one or two patients out at a time, we of course check their risk level is suitable and they have health checks on admission.

"The patients' feedback has been great and it has proven to be quite popular. They find it a useful exercise to take their mind off things and we talk as we run. Sometimes I'll need to slow down for any less experienced runners, but most have run before, and in some cases they're pretty damn good!

"I think it gives them the reassurance and confidence to keep on running when they leave Highlands. As they're only here for a few weeks, we don't necessarily see the physical impact it has, but it brings a sense of holistic positivity. I always encourage them to join a local Park Run when they leave, which is a national event that occurs every Saturday at 9am in parks across the country.

"Consultants and therapy managers are pleased that we facilitate this and can see the benefit it has, and it is something I really enjoy doing."

Encouraging patients to make healthy swaps

Director of Clinical Services **Nikki Swift** (pictured right) talks to us about the impact of educating and incentivising patients at Hazelwood House Hospital to make health swaps.



"Carol 'Cookie' Cooke (pictured bottom left), one of our Healthcare Workers, has been running fortnightly sessions for patients to attend with a focus on healthy swaps and getting moving.

"Patients get certificates for regular attendance and lots of healthy goodies along the way, which has helped to incentivise their participation.

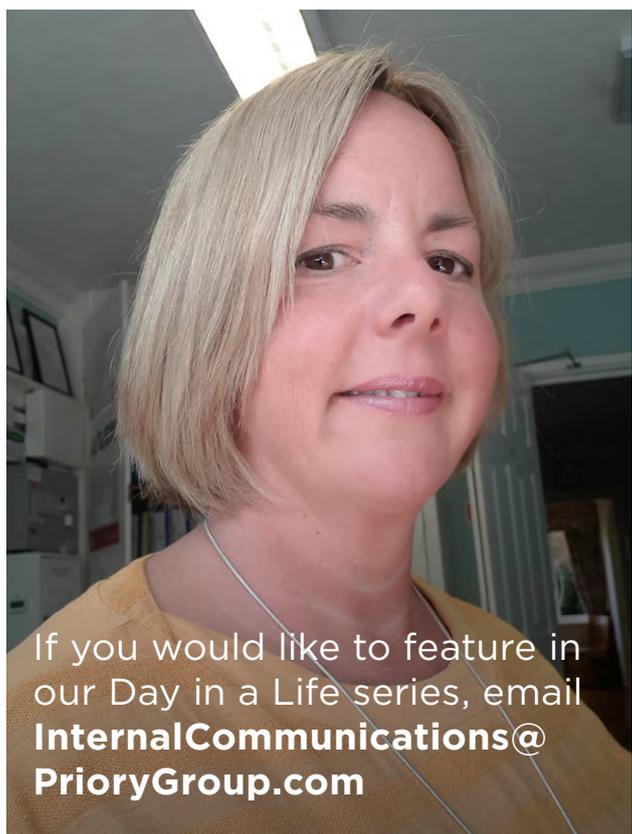
"The first two sessions were on oral health, and the danger of sugars and acidic drinks for the teeth. Then we moved onto weight and BMI and the consequences of being overweight or obese, followed by a session on healthy eating where we explored making healthy choices and how to spot hidden sugars.

"We rounded up the sessions with a quiz and discussed positive changes the patients had noticed and what healthy swaps they'd made. So far, it has proven a great success with good attendance and three out of 14 patients having lost weight, eight having maintained their weight."



A DAY IN THE LIFE...

REGISTERED MANAGER HELEN LLEWELLIN, MANAGES MARCH HOUSE IN CAMBRIDGESHIRE, SHE JOINED PRIORY 12 YEARS AGO AND HAS MANAGED THREE CHILDREN'S HOMES WITHIN OUR EDUCATION AND CHILDREN'S DIVISION. HELEN SHARED HOW A TYPICAL DAY INCLUDES SKATE PARKS, NURTURING EX-BATTERY CHICKENS AND WORKING WITH AN OUTSTANDING TEAM...



If you would like to feature in our Day in a Life series, email InternalCommunications@PrioryGroup.com

Tell us about March House and your team there:

March House is a five-bed children's home for males aged 8-18 years, who have demonstrated sexualised behaviours. I have a great team of 10 including a deputy manager and two part time housekeepers.

The home is in a small village. We work really well with the community and the young people get involved in keeping the village tidy, delivering the village newsletters and attending the local bingo. They also raise money through cake sales for our ex-battery chickens to nurture them back to health and rehome them.

What's a typical day like for you?

I arrive at around 8am so I can have breakfast with the young people before colleagues take them to their different schools. When the team returns we have a handover and discuss plans for the day. Then I check emails.

Some days we have non-stop meetings, Looked After Children (LAC) meetings, Personal Education Plans (PEPs) at schools, colleague supervisions and organising training. The young people's risk assessments change a great deal, so we check these are up-to-date, read placement plans, and make plans for the development of the home etc.

A therapist from Barnardo's comes every Tuesday, both to support colleagues with the young people's behaviours and offer guidance, along with meeting the young people individually for their therapy session. After the session, the therapist hands over with the team.

We hold workshops with the young people three nights a week as part of the home's holistic approach. These take a lot of planning with the therapist, we read the feedback reports following the workshops and discuss the level of understanding the young person has gained, or not!

Come 6pm, we shut the office and the whole team has fun with the young people. We mend the bikes, go to the skate park, bake cakes or just watch soaps. We try to create a normal family home in the evening where colleagues are not busy doing paper work, so we're around if the young people want to spend time with us.

Every young person has their own hobby; this may be attending the local scouts group, youth club, cadets or boxing. The team support the young people and supervise them whilst they are at the activity, learning to safely interact and build positive relationships with their peer group

What is your favourite thing about your role?

Working with such a long-standing team – we know each other inside out and work really well together. I really enjoy working with the young people. I work a late shift each week so I see the young people, have some fun with them, and so they can get to know me as a person.

Tell us about a work achievement you're proud of:

A few months ago, a young person called, he lived at the home when I first started. He's now 26 years old and wanted to say thank you for all the help we had given him, that he has kept himself safe and still remembers our safety workshops. This was so good to hear, that we do make a difference and the young people continue to keep themselves safe even when they grow to be adults after leaving our care.

I'm so proud to have worked with teams that have kept the homes 'Outstanding' over 12 years. This really is teamwork and ensuring that we are always improving, remaining child focused and that we really are doing our best for the young people in our care.

What does a perfect day at work look like for you?

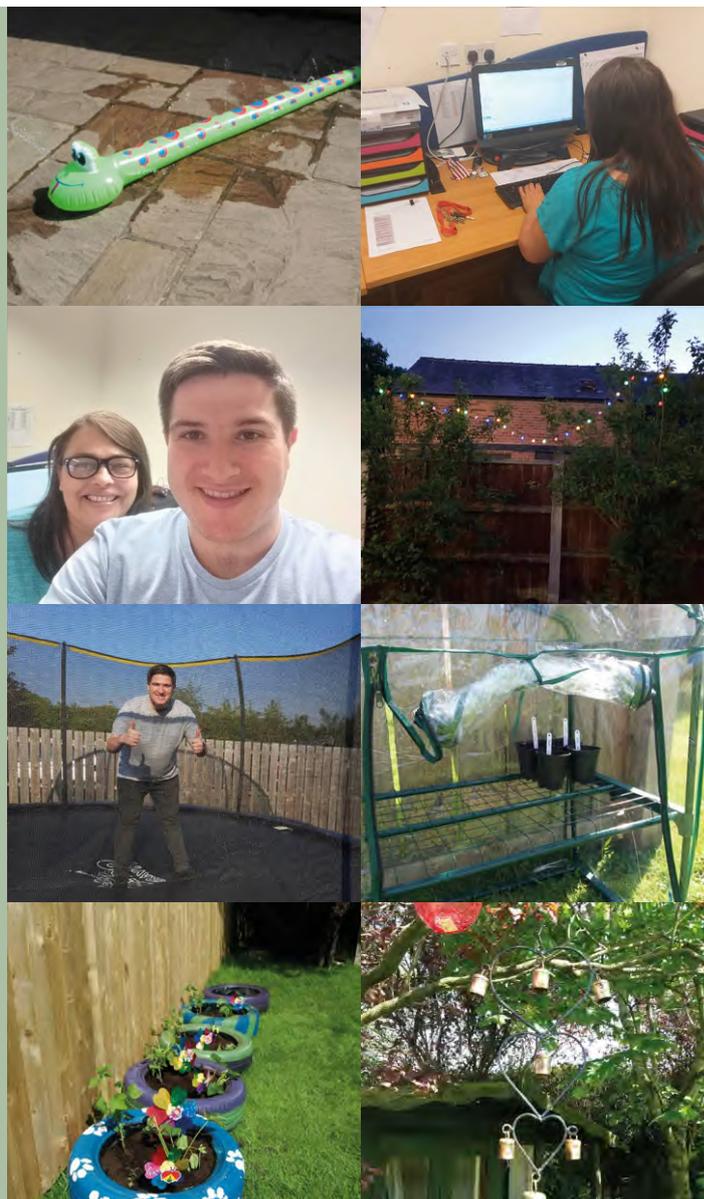
A perfect day for me is when my emails go down! That way I can spend time with the young people in the garden nurturing our chickens, checking on the vegetables that they grow, and just enjoy being outside with the young people, building memories and having fun.

PRIORY JOB SWAP

HERE'S WHAT HAPPENED WHEN SERVICE MANAGER MARK HUMPHREY SWAPPED ROLES WITH SKILLS FOR LIFE CO-ORDINATOR DONNA SLAUGHTER.

Both Mark and Donna are based at Mather Fold House, a residential service for adults aged 18-65 with autism and other complex needs in Higher Walton, Lancashire.

Donna has worked for Priory for three years, and in addition to her role also does the occasional support work shift. Mark joined Mather Fold House just over a year ago.



Tell us about what you each did in your job swap:

Mark: I went back to my roots and did a 14-hour support shift, taking on key tasks such as personal care and walking a resident to the local park. Personal care is so important when you're building trust with residents, so it was good to get an insight into how this works at Mather Fold House. I also spent time with the team and caught up in a more casual environment over a cup of tea, rather than just a supervision meeting.

Donna: We did the job swap on a Monday, which turns out to be a heavily admin-based day for Mark! I completed a couple of audits (health and safety and dining and nutrition), as well as spending the first hour with Mark going through all the systems, his job description and we also completed the agency tracker together.

What is your biggest learning from doing the swap:

Donna: It gave me a much bigger appreciation of what Mark does and the importance of certain tasks that I hadn't even considered before, such as why we do certain things around food preparation, for example. I did feel quite disconnected from my colleagues and the residents though, so for me, that part was quite challenging and made me realise how much I love the interaction in the role I do now. When I was walking around completing the audits, I only had time to say hi to

colleagues and residents, whereas I would normally stop and chat some more.

Mark: It was a great reminder for me of what working a 14-hour shift is like, which is how I started my career in care. I already know how hard the team works, but this reaffirmed what a great job they all do and how proud I am to work here. I found the experience rewarding and would like to make this a regular occurrence - I think it should be mandatory! For me I'll take away how important it is to continue to develop and support the team.

What are your areas of key focus right now?

Mark: Mather Fold House has been on quite the journey. When I joined a year ago CQC had just rated the home as 'inadequate'. Thanks to the hard work of the team, we've raised this to a 'requires improvement' and are working hard on improving the service even further to gain a 'good' in all areas.

Donna: A big project for us right now is enhancing our garden - we're working on making it more accessible, with sensory elements and activities like a trampoline and water area (see photos above). Once a month we run an event to invite relatives along to, which helps us build a great relationship with the families. My focus is on exploring meaningful activities for the residents that they will enjoy, and the garden allows them to participate within the grounds of the home.

CELEBRATING THREE DECADES OF ROSSENDALE SCHOOL





DAVID AND LIZ DUNCAN ARE CELEBRATING AN IMPORTANT ANNIVERSARY: 30 YEARS SINCE THEY OPENED ROSSENDALE SCHOOL FOR YOUNG PEOPLE DIAGNOSED WITH AN AUTISTIC SPECTRUM DISORDER (ASD) AND SOCIAL, EMOTIONAL AND MENTAL HEALTH DIFFICULTIES.

Over the last three decades, the Lancashire school has grown from just four pupils with Mr and Mrs Duncan as the only teachers, to 83 pupils supported by a team of 94 colleagues. To date the school has supported and educated over 500 pupils with autistic spectrum disorders and social, emotional and mental health difficulties, and has 13 consecutive ‘Outstanding’ ratings from Ofsted inspections.

We spoke to David and found out more about how Rossendale came into existence, his proudest moments and what’s in store for the outstanding school.

From a farmhouse on the moors to an outstanding school

“Sometimes it feels like yesterday that we opened the school, but then you stop and think that it’s more than a quarter of a century!” David reflected when asked how it feels to be celebrating such a significant milestone.

David was working as a head teacher at a mixed provision school in the Lake District and believed the young people deserved a better service, closer to home. “I couldn’t get my head round why you hiked kids 100 miles up the M6 away from their families, treating them in isolation, with little contact from relatives and local authorities. My concern was what happened when they left the school. It may have been fine whilst they were there, but nothing was being done about educating the families at home.”

David spent his holidays and weekends searching Lancashire for the perfect location to open his own school. “I came across Rossendale, a place I had never even heard of. A new motorway was being built, connecting the site with 10 Greater Manchester local authorities all within 30 minutes. This opened up a great opportunity for the young people being closer to home and for me to recruit and retain quality colleagues living locally.”

Despite the location, the building itself was not fit for purpose: “We started with a farmhouse 1,000 feet up on the moors, with no water and no mains drainage. I sorted that first. The classrooms were in the barn and initially we had temporary classrooms before we built our main classroom building. The fact we’re physically a proper school was a major achievement!”

Everything was riding on the success of the first four students at Rossendale: “We were given year 10s, and Lancashire local authority said ‘go on then sort them out and we’ll support you’, and that’s exactly what happened. They were a success as there was absolute consistency from Liz and I, as in those early days, it was just the two of us. I believe as we have grown our team, we haven’t diluted what we offer. We’ve maintained that consistency and it’s hugely contributed to the success of Rossendale.”

Rossendale the matchmaker

David and Liz met at the school in the Lake District. When David left to open Rossendale, it wasn't long before he offered Liz the role of Deputy. "We'd kept in touch, I knew she was unhappy at the school and wanted to leave. I offered her a job, she came and looked at this farmhouse with no running water and I managed to sell her the dream."

It took months of hard work to get the school ready for opening: "We were spending 18 hours a day together digging ditches, painting walls, meeting educational authorities and advisors. Then we got the first four kids."

David knew he was on to a very good thing: "I realised what a brilliant deputy I had who could very easily leave and run her own school - marrying Liz was a very effective retention policy!"



Liz and David Duncan at the 30th anniversary celebrations



At the celebration event, parents and ex-pupils attended and took part in games and activities to raise money for charity.

Outstanding colleagues

Rossendale has received 13 consecutive 'Outstanding' ratings from Ofsted inspections. "It is completely thanks to the colleagues here – they are very committed to the young people, are professionally competent and give a consistent level of care. We recruit from the mainstream sector, so all the secondary teachers are subject specialists at least at GCSE level, and in some cases to A-level. The primary teachers have all worked in mainstream primary schools and many of our support assistants are psychology and social science graduates so understand learning and behaviour. The team here want to make a difference, they want to see the young people they work with not just succeed academically, but live their dreams and be independent young adults in the world. They go out of their way to make that a reality for them."

The future of Rossendale

"We decided on Priory so we could retire one day and know the school will continue to develop and grow with an organisation that gets what we're about," David explained about joining Priory in the academic year 2004-2005. "I picked Priory because of its expertise in mental health, as more and more young people are coming to us with growing complexities from a mental wellbeing perspective. We have become a one stop shop – if you send a young person here, whatever their difficulties, if we haven't got the capacity to deal with all of it, with Priory we can cherry pick someone who can."

When talking about the future of Rossendale, David is keen to see the therapy team and sixth form continue to develop. "The sixth form is not an end to their education; it is with a view to helping them move into Further Education (FE). At the end of year 11, when they reach school leaving age, some pupils are not yet socially or emotionally ready to leave. They need ongoing support and a planned transition into FE because the mainstream FE sector is not yet very good at dealing with people with ASD."



Rawtenstall Campus, Rossendale's sixth form

Proud moments

David recalls many proud moments from over the years, but one that particularly stood out, is the inspiring story of a young man who completely turned his life around.

"There was a time when he was struggling so much, his mother threatened to remove him from the school," David recalls after an incident had occurred where the then 13-year old needed to be restrained during a violent outburst and became so distressed he got a nosebleed. "My stance to his mother was he had to learn to manage his outbursts. It was fine him doing that at home, or school where we understood how to react, but outside of here, once he'd turned 18 for example, if he had outbursts like that he could get locked up or end up in A&E."

After completing his secondary education at Rossendale the student went on to do a master's degree in mechanical engineering and now, at 28 years old, is working as a mechanical engineer. "This young man has been through so much, and has survived and grown from it. Sadly, his granny who he was very close to and his mother both passed away. I attended his mum's funeral and to see him speak so movingly and maturely crystallised for me what the school is all about. For him to be an independent, thoughtful, employed young adult with a master's degree is phenomenal."

PRIORY

Summer

of wellbeing

THIS SUMMER PRIORY IS ON A MISSION TO INSPIRE YOU TO BE MORE ACTIVE, EAT BETTER, RELAX AND SLEEP MORE.

The Priory Summer of Wellbeing started on Wednesday 22nd May and over the summer we'll be helping you improve your wellbeing with health tips, wellbeing advice, activity ideas, recipes and more.

Get involved

Every week we'll bring you Motivational Monday, Wellbeing Wednesday and Fitness Friday on the intranet to keep you motivated whatever your goal.

Here are five top tips to start your wellbeing journey:

1. **Give yourself achievable goals as you start your summer fitness plan. You can slowly build up towards more challenging targets as you progress**
2. **Plan activities with friends or colleagues so you can support each other with your summer goals or fitness pledges**
3. **Keep yourself or your fitness team motivated by raising money or awareness for a good cause**
4. **Focus on your motivation for getting active. Physical exercise can help if you want to improve your mood, sleep quality and mental wellbeing, as well as your overall health**
5. **Use an app to track your steps and improvement so you can see your daily progress on the way to your next milestone. You could even connect with your friends for an extra encouragement boost**

Don't forget to keep an eye on the intranet news page for the latest colleague stories, charity challenges and more.

Make a wellbeing pledge

Making a wellbeing pledge about what you're going to change this summer is a great way to start your journey.

If you need some inspiration start by making a simple list of small actions to take at the beginning of your journey (check out the list below for some inspiration). Starting small and gradually changing your habits will help you make changes that you are more likely to stick to. Make sure to add mindfulness reminders to your list as well.

- Plan five healthy weekday meals
- Cut out sugar one day a week
- Track how much water you're drinking
- Spend lunchtime outside
- Prepare lunches for the week ahead
- Go for a walk or run before dinnertime
- Reflect on the good things that happened today



Your wellbeing stories

Thank you to everyone who has shared their pledge and wellbeing experience with us, here's a selection:

Challenge: Amanda Gough, Housekeeping Manager and Stuart Inglis, Maintenance Manager – both at Priory Hospital Glasgow

In April Amanda and Stuart completed the Glasgow Kilt Walk, choosing The Mighty Stride, a 22.6 mile walk finishing near Loch Lomond.

Injuries during training nearly took Amanda out of the walk, she persevered to raise money for the Scottish Association of Mental Health and along with Stuart raised a total of £612.



Pledge: Paul Roberts, Treasury Assistant

“After cycling to work all week, five miles each way, I completed the Darlington Council 50 mile bike ride on Sunday 2nd June.

“In my build up to completing the 100 Mile Hell ‘o’ The North, over the coming months I will also take on the Darlington Council 70 mile cycle ride, the 85 mile Castles Ride and various rides out in between, culminating in the Hell ‘o’ The North in September.”



Pledge: Nicki Ablett, Candidate Resourcer for Priory Education and Children’s Services

“It was important for me to pledge to be a healthier, happier version of myself because I have a young family to provide for. I was feeling sluggish from the antics of Christmas and New Year and felt it was the right time to become more active. Since then, I’ve been training for the marathon by doing long walks and going to the gym 3-4 times a week to do weight training. The difference it has made in my mood is incredible!”



Blog: David Sumner, Science Technician – Unsted Park School (Children and Education Services)

As one of the oldest employees at Priory, I wanted to mention my experience of keeping fit.



Cycling: I have been getting on a bike on occasional evenings for many years. Just being on a bike for an hour, never mind trying to go fast, will rapidly improve everything about your body. Your heart will buzz with efficiency, muscles will firm up and your legs will get strong. No need to try hard, just stay on the bike. After the first day it will seem hard, but things rapidly improve after a few rides without having to push yourself or suffer pain! Being off-road or on quiet, green lanes, will help your mental health greatly. Getting on a gym machine is also useful, especially as a warm up for the strength machines, but does not have the green element, and so does not seem quite so effective.

Zumba: I started to go to Zumba to improve flexibility and general fitness. I have been going for several years and now go twice a week; I enjoy it immensely. Of course, to start with you just need to be gentle with the movements, but then you will develop strength and flexibility. I find myself to be the only man at the class, so you need courage and will soon be accepted. But its great fun – half the people are going round the wrong way! But the fun element will take you out of yourself for 45 minutes.

Walking: If you can find a walking friend at weekends you can schedule country walks in advance and then you are committed to go. Every walk is enjoyable. To walk with someone else is doubly useful because your mind is taken away from you own, small world, and into the other person’s life. I also walk by the sea or in the country for 40 minutes in the evening if no other exercise is planned; of course, I meet lots of dog owners, and they all seem fit from just this simple activity.

Diet: Now this will create arguments. All I will say is that I have always eaten massive amounts of fruit and now live very simply and try to avoid added sugar and salt.



Get fit for less with GymFlex

If you've been with us for six months or more, you can save on gym membership with our GymFlex benefit. Simply visit the Your Priory, Your Benefits website and click on the 'Benefits' section to sign up and start using your discounted membership.

You can sign up to thousands of private gyms and leisure centres across the country as well as boot camps and yoga studios.

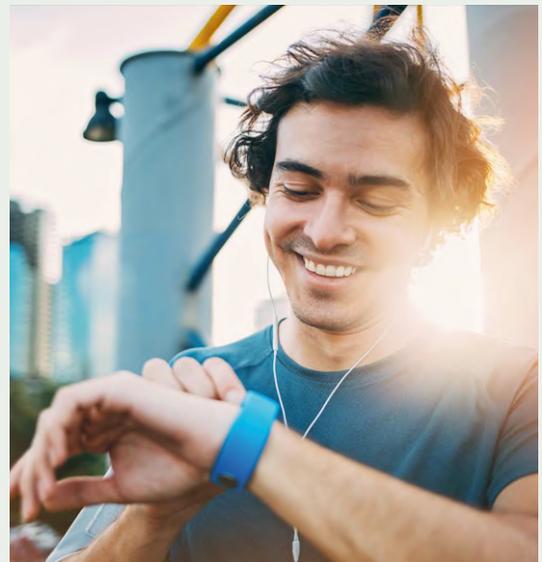
So that everyone can get fit for less, both bank and permanent colleagues can join GymFlex and the cost of the annual gym membership automatically comes out of your pay. You can find more details and all of the T&Cs on the Your Priory, Your Benefits website.

The Global Challenge

Over a thousand colleagues are taking part in the Global Challenge in teams of seven. Every participant has been given a pedometer to track their steps but the challenge is also about boosting nutrition, sleep and mindfulness and colleagues can also log their targets, food and activity.

At the time of writing our colleagues have already walked around the world 2.5 times:

- **Our daily step average is 13,102** 
- **The average distance per day is 5.21 miles** 
- **Average energy burnt per day is 526 calories** 



You've also been posting your achievements on the community wall, here are some of the great posts you've been sharing:



Achieving my targets

so proud and happy to be so close to my target and about to achieve it this challenge really motivate me lots

 7 hours ago by Eman of al-karamah-school-2, 2  7 

Priory Group



Gentle stroll

After a couple of days of feeling under the weather a walk in the local countryside is just what the doctor ordered

 on 6 Jun by Deb of m-team, Priory Group 2  7 



Motivation

Really didn't feel like doing anything after finishing work today but I pushed myself to do some yoga and I'm so glad I did! Not ...

 on 5 Jun by Debbie of fern-villa-elite, Priory Group 4  6 



Jurassic challenge completed!

I'm feeling totally exhilarated and exhausted after completing a 42km trek across the Jurassic coast yesterday for a charity even...

 yesterday by Tracey of the-remotes, Priory Group 10  7 



Nothing like teamwork!!!!

We did this to make a healthier and fitter team and they are investing in this, commitment from them all #Darleysquad

 on 27 May by Jo of darley-squad, Priory Group 1  8 

Have fun in the kitchen

Wellbeing isn't just about hitting the gym. What we eat is vital for our health and wellbeing so over the summer we'll bring you plenty of great recipes and will ask you to submit yours – if we get enough, we'll produce a Priory Summer of Wellbeing colleague cookbook!



Buddha Bowl

Buddha Bowls are nutritious, bright and colourful bowls of food, but their real beauty is their versatility. Typically vegetarian, they consist of small portions of (usually cold) food, comprising of grains, greens and beans, topped with a tasty dressing. Perfect for a packed lunch as this combination of food types has plenty of protein and will keep you full all afternoon.

To make your own Buddha Bowl follow these four simple steps:

1. Cook your grains

This could be rice, couscous, quinoa, buckwheat, millet – whatever you prefer and is within budget. Add herbs for extra flavour.

2. Prep your greens

Prepare your favourite veggies – this could be steaming, roasting, griddling. Avoid frying to keep this dish light and healthy. You can also add garlic, herbs and ginger for taste.

3. Prep your beans

You could roast chickpeas in curry powder, sauté kidney or green beans in garlic, ginger and onions, or simply dress drained beans from a tin with a little lime, salt, pepper, and some herbs.

4. Make your dressing

This is such an important stage to add some extra yumminess to your dish! We love zingy vinaigrettes, or you could make a tahini garlic dressing for some creamy sesame goodness, or whatever dressing you fancy.

TIP!

If you're taking your Buddha Bowl as a packed lunch, we recommend keeping your dressing separate until you're ready to eat.

Nice Cream – four ways

There's really nothing like an ice cream on a hot summer's day. Unfortunately, the standard ice cream is packed full of sugar and fat, making it one of the unhealthiest summer treats there is.

We have an alternative that is healthy, fast to make and consists of just one ingredient. It's totally bananas! (literally)

Nice Cream Recipe

- Freeze two chopped up ripe bananas
- Blend in a food processor for up to five minutes, scraping down the sides as you go
- When you have a smooth creamy consistency, you can either eat straight away or put into a container and pop back in the freezer for an hour to firm up

Mint Choc Chip

- Follow the recipe above and add a handful of chopped fresh mint to the blender
- When you have the right consistency stir in a handful of dark chocolate chips, or chopped up dark chocolate

Strawberry Nice Cream

- Follow the Nice Cream recipe above but add in a handful of frozen strawberries

Double Chocolate Nice Cream

- Follow the Nice Cream recipe with an added tablespoon of good quality cocoa powder
- When you have the right consistency, stir in a handful of dark chocolate chips or chopped up dark chocolate

Got a great recipe to share? Send it into us at internalcommunications@PrioryGroup.com



SUMMER SAVINGS WITH YOUR PRIORY, YOUR BENEFITS



Summer can be an expensive time of the year with holidays, day trips and back to school costs, but don't worry our Priory Benefits team have got you covered with these money saving tips.

Five top tips to save money this summer



Save on eating out with a Gourmet Society card

01.

Pay **£29.99** for a 12-month membership of the Gourmet Society and enjoy discounts at 6,000 restaurants across the UK including Frankie & Benny's, Pizza Express and Cafe Rouge. You'll also get discounts on days out, afternoon teas and up to **40% off cinema tickets**.

Enjoy summer blockbusters

02.

Currently Cineworld are offering discounted tickets (**£6.60 for adults and £4.80 for children**) and deals on popcorn and drinks. The Odeon are also offering discounts with tickets from **£5.95**.

Days out at theme parks

03.

If you and your family enjoy the thrills and spills of a good theme park, visit Drayton Manor which includes Thomas Land, it's **£20** for adults (usually £39 on the gate) and **£18** for kids (usually £29 on the gate). For older children there's corporate discounts at Alton Towers and Chessington World of Adventure.



Back to school savings

04.

The cost of a new uniform, sports kit and stationary can soon add up. With cashback savings via the benefits portal you can save at SportsDirect.com, M&S, John Lewis, poundshop.com, and The Works.



Make great savings on your technical devices

05.

A long car journey can always be made more bearable with a tablet or smartphone. You can make savings on tablets, phones and other devices via www.stormfront.co.uk once you've passed probation, to spread the cost of your tech over 12 months via your salary.



Save money on your summer breaks

Whether you're jetting abroad or planning a staycation, Your Priory, Your Benefits can save you some serious cash:

- **Cash back on short breaks and package holidays**
You can currently earn up to 6% cashback on flights, spa breaks, hotels and train tickets. Just log on to the portal, search lastminute.com and click the 'use this offer' button. If you are looking for a package holiday Expedia are offering 3.5% cashback on summer breaks
- **Enjoy a discounted staycation**
Skip the airport queues, ditch the baggage allowances and save 10% on Haven holidays by the sea. You can also save 10% at Hoseasons, 10% on cottages.com and 13% with Super Breaks
- **Cashback on rail cards**
Rail travel is one of the most stress free ways to travel. With a railcard you can enjoy 1/3 off rail travel anywhere around the UK, as well as some amazing offers for great days out. Via the portal you can grab 4% cashback on a railcard available on student cards, two together cards and friends and family cards

Please note the discounts and offers above are subject to change so please check out the **YourPrioryYourBenefits** portal for the latest offers.

Budget for wellbeing, physio and dental check-ups (plus more) with our new Simply Health Plan

With the extra expense of summer, it's a good time to take the sting out of every day health and medication costs with a plan from **Simplyhealth**. From as little as £6.50 per month you, your partner and even your entire family can enjoy the benefit of the plan which is available to select through the **YourPrioryYourBenefits** portal.

A whole range of treatments are covered, including:

- Prescription glasses and contact lenses
- Dental check-ups and hygienist fees
- Chiropractic and physiotherapy sessions
- Prescription charges

You'll also benefit from GP advice via a 24/7 helpline and an advice and counselling helpline.

Cover is immediate with no waiting period before you can claim. It's really easy to use, simply pay for your treatment and claim back the cost by uploading your receipts to Simplyhealth's portal. Payments will be made directly back to your bank account within five working days.

This benefit can only be accessed once you pass probation and will now be available through the monthly window. Check out the **YourPrioryYourBenefits** portal for the whole range of treatments available through this plan.

COMPETITION TIME

Win a cake or healthy snack box for your team with our Priory word search.

Can you find all 12 of the Priory sites hidden within our word search? There are four names from each of the three divisions to find. Once you or your team have found all 12 sites, simply send your list to **InternalCommunications@PrioryGroup.com** and you will be entered into the prize draw to win a cake from **sponge.co.uk** or healthy snack box from **thenutribox.com** for your team. The competition closes on Monday 30th September.

H S S T Q H A Y E S G R O V E W A L E I
 O Q R V M I A P E I C F P S K M Z H B A
 M R C G J L Z W W L U N O L O I I P W R
 E O C A L E H S V H T C L W B G L E F D
 L S A J Z H M Q H L R R E J U C E L I E
 E S S P F Y J N Z Z O A N R H M Z H Z N
 I E H G C N K J B P U G B A C L M A E C
 G N R P T C V F E Y P S O N B Q X M E O
 H D I I J G P R H G H T W C N P X W A L
 F A D Q U E E N S W O O D S C H O O L L
 A L G I Z J B M K M U N E T P E L O B E
 R E E W A F Y U A V S C N T A E D D I G
 M S L Y G I P Z Y I E O L C O G W S O E
 F C V T O L N Q P E S U O O F N G T N C
 Z H T W X I O S J Z C R D C D Y J L H V
 Z O N A Q F B H G V H T G Q F I P V O A
 S O G A L Z G P N G O U E P W K O M U D
 T L Q P Q G Y Z C O O W G I B U Z N S A
 Z H T E Z H P B Y M L B C T J K R Z E C
 R E D L A N D S E V P G A Q D T Q P B D



Share your story with 23,000 colleagues

Share your news by emailing **InternalCommunications@PrioryGroup.com**. We'd love to hear about your achievements on site, the people you look after, your personal progress and anything else you'd like to share with us. Keep connected and look out for:

- **Your Weekly Brief** - emailed at the start of each week and linked on the homepage of the intranet, it contains the updates you need to know and act on that week
- **Priory's Intranet** - we update the homepage almost daily and share colleague stories, updates and calls to action
- **Priory People** - a monthly email celebrating colleagues and inspiring us all with great stories from sites across Priory

Thank you

This magazine was produced by **Satnam Kaur** (Head of Internal Communications), **Tora Baker** (Internal Communications Manager) and **Holly Baxter** (Social Media Assistant). A huge thank you to all the fantastic colleagues who have submitted content for us to include.

We hope you've enjoyed the magazine, if you need a few more copies just email **InternalCommunications@PrioryGroup.com**. You can also view a PDF version on our intranet: **Central Services > PR and Communications > Your Priory Magazine**