

BEYOND LIMITS

BEYOND THE LIMITS OF CONVENTIONAL SUPPORT / Edition 1 / 2020

Welcome to our new paper and 2020!

By Doreen Kelly, Director and founder of Beyond Limits



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Welcome to the first edition of the Beyond Limits newspaper. We are publishing this paper to celebrate some of the great work and people that make Beyond Limits special. We are also using it to let everyone know about some of the things we are planning. We intend

to produce the paper two or three times a year so if you have something you think should be included in the next issue we'd love to hear from you.

A bit about Beyond Limits

We became a limited company in 2012, we are almost eight years old and we have become a well-developed organisation over the last four or five years. Our aim and the reason we exist is to get people out of hospital, keep them out of hospital and give them the opportunity to have a life that they consider to be good and one that sees them achieving their hopes and dreams.

More scandals...

We have yet again seen scandals of abuse in institutions such as Whorlton Hall as well as other places around the country. This continues to drive us in our work to get more people out of institutions. We think small person-centred organisations with people at the centre of their own support are the key. Beyond Limits will continue to push this agenda forward, locally and nationally,

in order that no one is forced to spend a wasted life in any kind of institution.

Social Justice not Social Care

Social Justice not Social Care is not just a slogan it's our mission and we will continue confidently moving the agenda forward to improve the lives of vulnerable people in our community.

We continue to be optimistic and hope our government will give health and social care the recognition, appreciation and funds it requires to produce the positive results for people we know it is capable of.

We find ourselves on unsteady ground like many providers when it comes to recruitment. We are often impeded in our mission by not being able to get the quality and quantity of staff needed to do this work. This has meant we have had to be more creative about recruitment, including looking overseas for staff.

We have recently brought in some great staff from Europe to enhance our existing and wonderful staff teams. We will keep working hard to get the right staff to work at Beyond Limits, staff who understand and who are committed to our mission. Staff are our biggest resource, without our staff we are nothing, without the people we support and their families we

are nothing. I want to publicly acknowledge this and say thank you to everyone involved with Beyond Limits.

Giving something back to Dumfries and Galloway

I was born and brought up in Dumfries and Galloway (D&G) and its important to me that I give something back to this community. Our office is based in Lochmaben and I wanted to serve people from there and the surrounding areas. Beyond Limits D&G is run by Pat Burnett with a team of eight staff and supports four people.



Pat Burnett, Service Leader

Unlike Beyond Limits in England, the people supported have not been in institutions. We are really just providing an excellent version of Domiciliary Care. In future editions of our newspaper, we will bring you updates about the work happening across Dumfries and Galloway.

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Chantelle at college

Chantelle loves animals and she recently went over to the animal unit at South Devon College and helped the staff out with the feeding and cleaning up.

There was loads to do as there are quite a few animals and she got involved with rabbits, guinea pigs, goats and chickens. She really liked the rabbits the most as they were soft and cuddly.



MacMillan fundraiser

Macmillan cancer support provides advice, guidance and support for people who have been diagnosed with cancer. They are a registered charity and rely heavily on public donations.



The idea of a coffee morning first started in 1990, a simple idea that guests would gather over coffee and donate the cost of their cuppa to Macmillan in the process. It was so effective they did it again the next year – only this time nationally.



Since then, Coffee Morning has gone from strength to strength and has evolved into the world's biggest coffee morning, a nominated day each year where people all over the UK host their own coffee mornings and donate the proceeds to Macmillan.

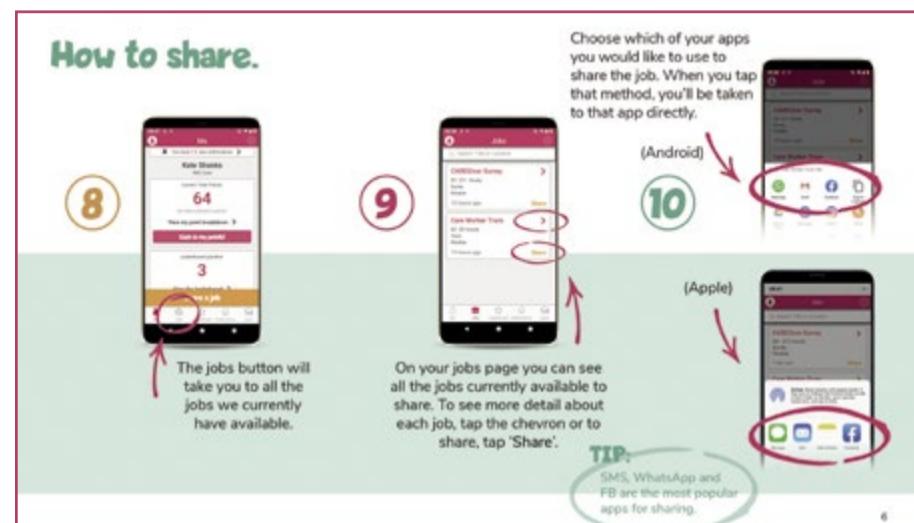
Of course, you can't have coffee without cake and Heather and her team were happy to oblige and do their bit for Macmillan. Thanks to everyone who came along and contributed. Special thanks to the bakers, the cakes were absolutely delicious.

It was a great turn out and the final amount raised was £80.00 for a very worthy cause.



Our Recommend a Friend scheme is changing.

We will shortly be launching an App to help make referring your friends to us easier.



Currently you only secure the award once the person you have recommended is employed by us, under this new scheme you will earn points at various stages, including points for just sharing the job.

You will be able to turn points into cash when you've reached the set amount. When you cash points in they will be added

Care Friends is a new scheme which will help you share jobs on social media, WhatsApp and via simple text messages and you will earn points as you do.

to your salary. So, if you love your work and love your friends, bring the two together with the CareFriends App and start referring, the more you refer, the more you earn.


Google play App Store

Caring people know caring people!

Help us recruit and we'll help you earn.

It's people like you who make our company special, who enable us to do the very important job we do, everyday. We're always looking for more amazing team members; people who will make a difference to our clients, providing them with the best possible care.

You will already have a network on social media and friends and family who could make great care staff. We want to make it simple for you to recommend us as a great place to work. So to make it easier for you to refer people to us, we're launching a new employee referral app called Care Friends. Care Friends will make it much more convenient for you to encourage your network to join us.

It's easy to do

- Simply download the app by visiting the app store and register.
- Once that's done, you can start earning. Simply share a job with your friends and you'll start to earn points. More points will apply if they apply, attend an interview, if they get a job, start work and if they stay 12 months in the role. You can earn points in other ways too, just by supporting your company or clients.
- Being a Care Friend is easy. It will help us grow our team and enable us to support more people who need our help. Download the app today and start earning right away.
- You can find the Care Friends app here:

Google play App Store Code: ABC123

Finding high quality care staff is crucial for our company and our clients. We hope you'll reap the benefits of being a Care Friend and enjoy working with more great, like-minded people like you.



Health & Social Care Diploma

Beyond Limits invests heavily in staff and part of this investment includes funding people to complete their apprenticeships in care.



Beyond Limits works closely with Skills Group and Annette Davey who is the Health & Social Care Team Leader at Skills Group. Skills Group understand the bespoke nature of our work and can be flexible when it comes to seeking the evidence needed to achieve the required standards.

Annette explains

"An apprenticeship is a great way to launch a career in Care. Apprenticeships provide learners with on-the-job training so they can experience every aspect of life in the industry – including all the unexpected moments and how to deal with them which you wouldn't encounter in college. Training is then reinforced through spending time with us in our state-of-the-art facilities with industry experts."

"Recently the marking system changed and now learners have some influence over the marks they receive. Rather than just a straight pass or fail, there is now the option of a pass, merit or distinction."

We are delighted that one of those people achieving a distinction for the level 3 award was Assistant Service Leader, Valeriya Alekseenko-Simpson and quite rightly she was delighted with her result, saying "I am proud of my result. The new Standard and end point assessment is a better way of assessing learners, as before there was only pass and fail. Now that there is a separation between pass and distinction, it pushes you to do the best you can which is surely beneficial for the industry. I would like to thank the team at Beyond Limits for all its support".

Well done Val, Beyond Limits is very proud of you and all your hard work. The distinction recognises your commitment to going above and beyond, you are a fantastic ambassador for the Care industry.



BILD Training for Hamish and Georgia

Beyond Limits is always keen to invest in staff and is delighted to have supported Hamish and Georgia to attend some recent training by BILD.



In true ambassador style, they can be seen here rocking their Choose Life Choose Beyond Limits t-shirts

The training took place in Birmingham over 3 days and was based on completing functional assessments. We are looking forward to sharing their knowledge with everyone and hopefully will be able to start rolling out some of these assessments soon.

Ian's holiday

Ian had a great time on his holiday when he visited Bristol with two of his team, Georgia and Sue.



Ian was keen to explore the city and took a walk across the Clifton Suspension Bridge. He really enjoyed seeing the bridge and found it hilarious when one of his team got stuck in the barrier!



He also visited Bristol zoo where he was lucky to see the lions being fed which he enjoyed.

Later in the evening they all headed out for a pub meal. They had an interesting time when Georgia accidentally knocked her drink over on the table and on Ian and he apparently expressed some rather

colourful language and spent the rest of the evening pretending to throw his drink over Georgia.



It had been Ian's birthday the week before and Sue bought a cake from a shop and Ian received it when they got back to the hotel and he enjoyed blowing out the candles.



On the second day of his holiday Ian went bowling in the morning and then went to visit his sister at her house. This was the first time ever Ian had visited his sister in her home and so this was a very special event for Ian. He stayed for a few hours and was very excited to see her and explore her home.



Welcome Austin

Beyond Limits are delighted to have Austin Herzog working with us, here he says a few words about his journey into work.



"I have Autism and struggle with aspects of communication. Sometimes this made me feel isolated and finding work was difficult. Finding Pluss was a turning point and my family are thrilled that I'm now in paid work. My team at my workplace are very supportive and understanding of my needs to get tasks done. Now I'm an important part of the team."



Useful information

We have added a new **easy read** section to our website. It's to help keep you healthy and deal with some of the problems in life. Here are some of the pages:

- What to do when you have Type 2 diabetes
- Men's health: Testicular Awareness
- Female Health: Breast Awareness
- Keep your heart and yourself Healthy!!
- Mate crime – how to spot it
- Keeping safe from loan sharks
- Attention! There may be drug dealing in your area
- Cuckooing and County Lines
- What to tell the police when calling 101 or 999
- Dealing with cold callers

Southwest Wordsearch

BARNSTAPLE
BODMIN
DARTMOOR
EXETER
EXMOOR
EXMOUTH
FALMOUTH
MINEHEAD
PENZANCE

PLYMOUTH
STIVES
STAUSTELL
TAUNTON
TORQUAY
TOTNES
TRURO
WEYMOUTH
YEOVIL

The answers are on the website.

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



James attends the End of Season Cricket Dinner

James is a big cricket fan and is a regular visitor to his local cricket ground, Somerset County Cricket Club. They have had a good season and lifted the Royal London One-Day cup at Lords.



James and his team on the evening of the awards dinner

To celebrate all their achievements an end of season session was planned, and this culminated in an End of Season Awards Dinner, a very grand black tie event which was held

at the Colin Atkinson Pavilion. You can see from the pictures, James and his team scrubbed up well and did us all proud, a great night was had by all. Well done everyone!



Plymouth's new cineworld

Tom Holder gives us the lowdown here on his experience of visiting the new IMAX cinema. He's a big tech fan so he visited during the opening week. One look at the building and you'll understand why it's called the Barcode.



I went to see Joker and Terminator: Dark Fate in the opening week because there was a special promotion and basic cinema tickets were just £3! You had to pay a bit extra for IMAX and 4DX screenings. I paid the extra for IMAX because I wanted the IMAX experience. Ticket prices for adults start at £8.75.

I parked in the new car park which has the same pricing as Drake Circus which is relatively cheap. If you park after 17:00 and leave before it closes at 01:00, costs £2. By comparison VUE cinema has free parking and tickets from £4.99.

Opening night and half-term meant everywhere was very busy. All the restaurants were either

fully booked or had long wait times. I eventually managed to get some food at Five Guys

The interior of the cinema is neon blue with red lights with large screens playing previews and trailers. The IMAX screen has a special entrance with a large IMAX logo above the doors.

Inside the IMAX there are no premium seat options, all seats recline a little and there's adequate leg room and cup holders. The IMAX screen is massive, much taller than a traditional screen and when a film has been made with the full IMAX technology the experience is hugely impressive. If there's a film you really want to see you should watch it on the IMAX screen.

The **Cinema Exhibitors' Association Card** (CEA Card) helps Cineworld ensure reasonable support is made available. If you require a carer, apply for a CEA card. Application forms are available in the foyer or from www.ceocard.co.uk. Your 'CEA card' will entitle your accompanying carer to a free seat.

More information is available on the Cineworld website: www.cineworld.com



The Mayflower Story



2020 marks the 400th anniversary of the sailing of Mayflower, which saw passengers and crew sail to America seeking a new life and opportunities.

Plymouth was the Mayflower's final departure point from the United Kingdom and there are lots of events taking place across the city to celebrate this momentous occasion.

The actual ceremony is on 16th September 2020. It is said that more 30 million people can trace their ancestry back to the passengers and crew on board, are you one of them?

New places to visit

Have you found a good place for an outing that others at Beyond Limits might enjoy?

If you have, send us a photo and a write up (wheelchair accessible, good value, helpful staff, what makes it special or fun) and if we use it in the paper or on the website, we'll give you a reward.



Photos by Anna Uralova and ELEVATE from www.pexels.com

A simple soup

This easy-to-make lentil soup is perfect for cold winter days. The recipe is suitable for vegetarians and people with diabetes.

SERVES: 2 | PREPARATION: 15 Mins | COOKING: 25 Mins



Ingredients

- 100g red lentils
- 1 small onion, chopped
- 1 carrot, chopped
- 1 clove garlic, crushed
- 600ml good vegetable stock
- 2 tbsp light crème fraîche
- 1 tbsp fresh parsley, chopped
- freshly ground black pepper
- bread, to serve

What you do

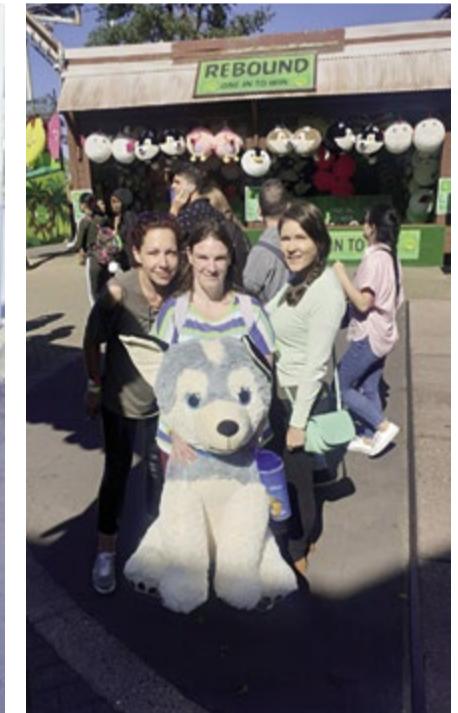
1. Place the lentils, onion, carrot, garlic and stock into a pan, bring to the boil and simmer for 20-25 minutes until the lentils are tender.
2. Transfer to a blender or using a whisk, blend in the crème fraîche and parsley until smooth.
3. Season with salt and pepper, stir in a little cream or crème fraîche and place a couple parsley leaves
4. Serve with a chunk of warm bread



Kayleigh's three day adventure

Kayleigh and her team went on a three-day adventure and headed off to Thorpe Park.

Keen to be in the thick of the action, they stayed at the Shark Hotel which is located within Thorpe Park. Kayleigh is a real adrenaline seeker and loves all the big rides and no one gets away with not getting involved. Roller coasters and dodgems, winning great prizes at the arcades and enjoying wonderful sunshine, everyone really did have a fab time, sharing many laughs and making a lifetime of fantastic memories.





Planning days

A planning day is a way for a person we support to invite their family, friends and people who know them well to come together and celebrate the person's achievements.

LUCY Lucy has already achieved so much and has many more brilliant plans for the coming year. Her highlight is developing the skills and confidence to baby sit for her niece, Ellie Rose.

Her family and friends and even a neighbour were part of her day and as usual they went on to enjoy the Plymouth nightclubs - well done Lucy and her team, fantastic achievements.



LOU went upmarket for her planning day and enjoyed some time at Boringdon Hall with her team. A full on

pamper day with Lou having a massage for the first time which she really enjoyed. She has lots of exciting plans for the year ahead.



Ricky has found a new love, his tandem...



Ricky is looking thoughtful while he takes a break from his training. Here he is at Burrator Reservoir, halfway round the 6km lap.

Ricky is training for a 200km cycle expedition which will take place over 4 days in June 2020. He will be cycling the Archipelago trail off the coast of Finland and will be taking in various sights including the Saaristomeri National Park.

He is out cycling 3 or 4 times a week. His team are working hard to catch up with Ricky's level of fitness.



He is planning some short trips to prepare for the big event, the first one is from Bristol to Bath.



Job Fairs around the South West

Recruitment remains difficult in what is a very competitive market. We continue to be active in this area and we have undertaken several job fairs.



James and his team were out in force at the Mecca Bingo Hall in Taunton to drum up interest, he is looking for new team members.



Doreen joined James and his team to speak to job seekers at the Mecca Bingo Hall in Taunton.

The Plymouth job fair is always a good one for us and we were at the Guildhall twice. Both were busy events with lots of interest and fortunately a few helpers as well.

We were at Plymouth University, again a busy event with lots of students looking for part time hours to work around their studies. We came away with 65 notes of interest, here's hoping we see some of them at our induction over the next few months.

Our most successful recruiters are you. All of you who recommend us to the people you know. That's why we are changing our recommend a friend scheme, to make it easier for you to recommend us and earn points along the way. You will be able to cash your points in via payroll, so, the more you share the more you earn.



Hannah, Chantelle and Lucy helping out at the jobs fair at Plymouth Guildhall



Hannah speaking to potential recruits at the Plymouth job fair



Talking shop – training staff

Developing Autonomous Team working with Lou Close.

I'm a freelance consultant, facilitator and trainer working in the public sector across the UK, and have been delivering a programme of development days for Beyond Limits focussed on creating more autonomous or self-managing teams.



I see change as a positive force for improving quality and enhancing people's experiences both of working in, and being served by, organisations, so you could say I'm fascinated by and specialise in helping people and their organisations to evolve.

I've been self-employed for about 10 years and before that, spent my career working mainly in social care, working my way up from the "front line" to become a manager in both operational and strategic roles, in both the voluntary and statutory sectors. I'm also a qualified Humanistic Counsellor, NLP Practitioner, Thinking Environment Facilitator and Relationships Systems Theory Practitioner, and I bring all of this with me to the work I'm doing at Beyond Limits: so it's an eclectic mix!

Those of you who've been involved in the autonomous teams development days will

know that they're not simply training sessions but opportunities to think deeply about who we are and how we show up in relationship to other people, both at work and at home, as professionals and as fellow human beings.

This is because self-managing teams work best when their members are highly emotionally and socially intelligent – by which I mean are people who understand themselves and their own motivations, and who seek to understand others before judging them or jumping to conclusions about what they might think, feel or need. We spend time digging into what motivates us to do the work we do, exploring and building on our strengths and growing new skills to use in our day to day work with people we support and with our peers and colleagues.

If you're thinking that an autonomous team is basically un-managed and everyone goes

off and does their own thing, then you've got the wrong idea. Self-managing teams are closely knit, mutually supportive groups of people who trust and lean on each other, who challenge and support one another and who work closely together to achieve their collective goals.

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AS FELLOW HUMAN BEINGS**

Decision making is as close to the person being supported as possible and team members are trusted by the organisation to both do their best and to do the right thing – in collaboration with their peers – in support of the individuals they work with. And it's not just about team members; managers and seniors across the organisation also need to change and develop, becoming facilitative leaders who coach and support their teams to be the best they can be, rather than the holders of responsibility and directors of activity.

I've been doing this kind of work with lots of different organisations and I love seeing how people rise to the challenge of stepping out of their comfort zones to really dig deep into their potential to be autonomous workers within high functioning teams.

The next phase...

The next phase of my work with Beyond Limits starts soon and will include a further development programme with members of more teams to spread the learning and approach more widely, as well as work with managers and seniors and a train the trainer programme to build capacity within the organisation to continue this work after this second phase with me, in-house. I'm really looking forward to meeting and working with more staff from Beyond Limits!



Beyond Limits has launched a new Employee Assistance Programme.

We launched our new Employee Assistance Programme in October. Health Assured offers cover for you and your immediate family 24 hours a day on a range of issues including legal information, bereavement support and medical and health support.

Advice is available via telephone support, face to face counselling, a wellbeing portal and a mobile wellbeing app called Health e-hub.

Beyond Limits recognises the importance of health and wellbeing. Sometimes balancing everyday life with the requirements of home, family and work creates pressures for all of us.

Free 24 Hour Confidential Helpline:
0800 030 5182

Stress & anxiety	Counselling	Family issues
Work advice	Financial wellbeing	Childcare support
Relationship advice	Legal information	Medical information
Gambling issues	Alcohol & drug issues	Consumer issues

Download the Health e-Hub now
[GET IT ON Google Play](#) [Download on the App Store](#)

It is crucial that we all maintain good health. Health Assured is the commitment from Beyond Limits to support our workforce to ensure a productive healthy environment conducive to a healthy lifestyle.

health assured
Your Wellbeing Services

- Home Life Support**
If you're having trouble balancing your budget, debt or even require assistance with court disputes, we have expert advisors here to offer the support you need.
- Work Life Assistance**
Our work-life advice is dedicated to supporting you through professional issues, whether it be returning to work or coping with a change in structure.
- Physical & Emotional Health**
A total wellbeing guide is a long way. That's why we have a hub of resources aimed to support you both physically and emotionally. From marriage advice to simple breathing techniques.
- Wellbeing Resources**
We recognise the value of self-help tools, which is why we provide a range of wellbeing modules, fact sheets and inclusive video-counselling.
- 4 Week Self-Help Programmes**
Whatever your goals, our 4-week programmes are designed to help you through those small, but important lifestyle changes. Covering everything from coping better with changing habits such as smoking and alcohol consumption.
- Mini Health Checks**
Our Mini Health Checks are a great way for you to assess your own wellbeing. They only take a minute or two and will be provided with instant guidance, based on your answers.
- Health Calendar**
The Health Calendar raises awareness each month of different health concerns such as Heart Disease or Dementia, providing information on early detection and how to help prevent issues occurring.
- Webinars**
At Health Assured we have a particular focus on supporting your mental wellbeing. Our webinars provide topical information and coaching to guide and educate on a range of mental health issues.

Don't forget, you can always call our FREE 24-hour Confidential Helpline:
0800 030 5182

www.healthassuredeap.com

You can contact Health Assured by:
visiting www.healthassuredeap.com
telephone 0800 030 5182 or
download the app Health e-hub.

GOOD HEALTH EVERYONE !

Thinking about support work and living in the Southwest? Here are some good reasons to work for Beyond Limits:



Beyond Limits is recognised nationally for the truly personalised support we provide to people with complex and challenging needs. We are looking for staff to join us on our mission, which is social justice not social care. We want everyone freed from restrictive lives, freed from institutions and free to live a life that makes sense to them.

Join us on this mission and you will:

- Be working with an organisation rated as outstanding by CQC
- Receive a competitive salary
- Receive an excellent annual leave allowance, including top up pay
- Receive a 5-day induction
- Receive ongoing high-quality training
- Have career development opportunities

But most of all, you'll have a chance to make a real difference to someone else's life.



For current vacancies and job fairs visit our website and Facebook page
www.beyondlimits-uk.org | www.facebook.com/beyondlimitsplymouth