

# WELCOME TO OUR NEWSLETTER

## A MESSAGE FROM EMMANUEL , CEO

### CEO'S MARCH NEWSLETTER -

### PREPARING FOR A SUCCESSFUL NEW FINANCIAL YEAR WITH PURPOSE AND INNOVATION

Dear Team,

As we step into March, I hope this message finds you all in good spirits and ready to embrace the opportunities that this month brings.

#### **New Financial Year Approaching:**

With April marking the beginning of a new financial year, it's an opportune time for us to set our sights on fresh horizons and new milestones. This transition offers us the chance to recalibrate, refocus, and realign our efforts in pursuit of our collective goals.

#### **Annual Review of Performance and Remuneration:**

In the spirit of transparency and growth, we will be conducting our annual review of performance and remuneration in the new financial year. This is a valuable opportunity for us to reflect on our achievements, identify areas for improvement, and ensure that our compensation structure remains fair and equitable. Your contributions and dedication over the past year have been instrumental in propelling us closer to our mission.

#### **Setting Goals for the New Financial Year:**

Our mission statement serves as a guiding beacon for our actions and decisions. As a reminder, "we would accomplish outstanding outcomes in 2026 by exceeding the needs of children and families because we challenge the status quo." Let's use this mission as the foundation upon which we set our goals for the new financial year. Each goal should be a testament to our commitment to innovation, excellence, and making a lasting impact on the lives of those we serve.

Thank you for your continued dedication and hard work. Here's to a successful March and a fruitful new financial year ahead!

Warm regards,

*Emmanuel Hoje*  
CEO, Green Harvest CC Ltd

# NEWS FROM THE FARM! – A MESSAGE FROM HELEN HOGGINS, HEAD OF OPERATIONS

Welcome to the start of Spring. I am hoping that this final means we start to see some sunshine!

In real farm news... this marks the start of our lambing season... so apologies if you see me looking a bit tired!

I continued my Kaizen journey this month, preparing for the publication of the SCCIF (Social Care Common Inspection Framework) for Supported Accommodation and ensuring Thomas Bata is inspection-ready! The Focus with The Groves has been raising standards in recording and reporting.

This reminds me it is all about PROGRESS NOT PERFECTION!

[Sandra Possing](#) explores this....

**Progress not perfection is about focusing on the work you've done rather than the end goal.** It's about learning to appreciate the journey instead of just focusing solely on the result. If you have a "progress not perfection" mindset, you recognise all the work you've done to reach your goal even if you haven't done everything perfectly. Even more importantly, you're proud of all the progress you've made and can celebrate the successes you've had along the way. You don't let mistakes or criticism derail you, and you can overcome challenges to succeed.

**Start with smaller, more attainable goals.** Do you have a lot of long-term or larger goals but aren't sure where to start? Break it down into more manageable short-term goals that are easy to track. Keep your focus on those small goals and celebrate each time you achieve them. You're putting in a lot of hard work as you build up to the result that you're striving for.

**Plan for potential issues before they happen.** Run through a few of the potential situations that could come up as you're working toward your goal. Take a quick moment to think about how you'd react if something went wrong, and mentally play out how it would go. Even though you can't prepare for everything, running through a few of the worst-case scenarios will help you realize feel like you've got a handle on things if they don't go exactly as planned.

**Accept mistakes and let yourself be imperfect.**

Remind yourself it's okay to make mistakes, and that it happens to everyone. You wouldn't learn how to do something correctly without making a mistake, so any small slip-up is okay especially if it's your first time trying it. Tell yourself that it's okay to slip up and feel uncomfortable in the moment since it'll help you learn even more than putting pressure on yourself to succeed.

**Celebrate what you've already accomplished.**

When's the last time you reflected on all the work you've done since you first set your goal? Find a moment and reflect on everything you've done and the effort you've put in. Write them all down and be proud that those are all things you've already achieved and done so well. Give yourself a pat on the back and a few kind words so you keep feeling that drive and positive energy.

**Pause and collect your thoughts when you hit a setback.**

If you're feeling overwhelmed or stressed by something going wrong, don't panic. Close your eyes and take a few deep breaths to regulate yourself. Remind yourself again that mistakes are necessary and it's okay if this isn't a part of your plan. Once you've had a moment to calm down and reassess what's happening, look for ways to keep moving toward your goal.

**Positively reframe negative thoughts.**

Challenge perfectionist thinking and reframe negative thoughts by looking at them through a hopeful or positive lens. Even if you're struggling right now, it won't last forever, so consider the positives that could come in the future from what you're experiencing now.

**Embrace criticism as a learning experience.** As you're working toward your goal, ask colleagues for their constructive feedback and listen to what they have to say. It can be scary hearing someone else's thoughts, but they'll tell you what you've already done well that you may not recognise on your own. Try to be objective about what they're saying so you accept their criticism and take it to heart rather than getting defensive.

**Avoid comparing yourself to others.** Everyone comes from a different walk of life, so it's normal if your path toward a goal is different from how another person achieved it. It doesn't matter if your friends, colleagues, or other people online are going through their lives differently. List all of the personal qualities that make you unique and that you're proud of so you see all the good you've done in your own life.

**Stop working towards goals that don't align with your values.** Every few weeks or months, reassess the goals that you're currently striving for and compare them to what you want to achieve long term. If you still feel passionate about the goal you're working on, then keep up the momentum and stick with it until you're finished. If you're not as excited about the goal or it doesn't fit with your long-term plans, then it's okay to drop it.



## EMPLOYEE OF THE MONTH



Ann-Marie Moon

Good Job!!

### SUPPORTED ACCOMMODATION

I am excited to announce that Ann-Marie has been selected as the Staff of the Month for February. Despite her last 18 months of dedicated service in supporting our NS in a solo home, Ann-Marie has seamlessly transitioned to working at Chapman in our shared accommodation. In this short period, her exceptional skills have already made a significant impact, leading to notable improvements.

The young people there have expressed feeling safe and valued, highlighting Ann-Marie's ability to foster trust and open communication. Congratulations, Ann-Marie, on this well-deserved recognition. Your commitment and compassion are truly commendable. Well done!

### FAMILY ASSESSMENT



Julianna May



Julianna has been chosen for team member of the month by her whole team! This has been due to her continued commitment to the team and the families. Always willing to take up additional shifts and provide support to the service when needed.

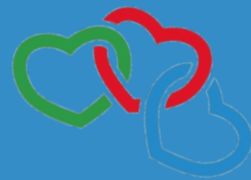
### CHILDREN'S HOME



Kenneth Ugwuabanachi

Kenneth has earned this for his continuous resilience in the home and perseverance through challenging times. It is not always sunshine and roses in Thomas Bata and we would like to thank Kenneth for working through the stormy days.





## A MESSAGE FROM GARY MACEY (SERVICE MANAGER)


### EXCITING NEWS FROM SUPPORTED ACCOMMODATION THIS FEBRUARY!

Hello everyone!


Wow, what a whirlwind February has been for us at Supported Accommodation! Despite being the shortest month, we were incredibly fortunate to have it as a leap year, granting us an extra day of joy and opportunity.

Incredibly, all the hard work at The Gore has been completed, and we're thrilled to announce the arrival of two bright new faces to our service. Our dedicated staff are already hard at work, getting to know them and ensuring they feel right at home.

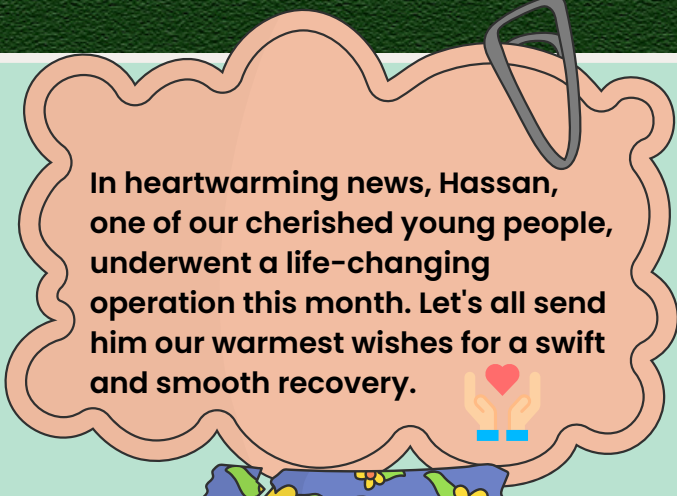

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**AMAZING  
WORK!**



In heartwarming news, Hassan, one of our cherished young people, underwent a life-changing operation this month. Let's all send him our warmest wishes for a swift and smooth recovery.



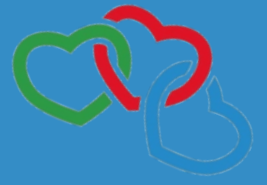
But wait, there's more excitement on the horizon! We're ecstatic to welcome back a familiar face to Green Harvest in early March. Simon is returning to be part of our incredible team in Croydon, and we couldn't be more thrilled to have him back where he belongs.



And looking ahead, mark your calendars for 10th March, as Ramadan begins! For those who may not know, Ramadan is a significant month of fasting and spiritual reflection for Muslims worldwide. We're proud to share that young people across four of our services will be participating, and your understanding and support during this time will be invaluable.

Thank you all for your unwavering support and enthusiasm. Together, we're making a real difference in the lives of those we serve. Here's to an even brighter future ahead!





## A MESSAGE FROM KAY KARUNAKARAN (REGISTERED MANAGER)

Hello from Thomas Bata!

We at Thomas Bata would like to give Steve a Big Welcome, he has recently joined our team as the Education Champion. We are very excited to see all the great things that Steve will be introducing to the home over the next coming few weeks.

WELCOME  
TO THE TEAM!



The home has also recently admitted a new young person who has settled in very quickly and expressed gratitude for his double-size bed and bedroom. He has quickly formed relationships with the team and young people and is proud to be a part of the Thomas Bata family.

This month of February, the home celebrated valentines day with our lovely young people, the boys really appreciated receiving roses and a bag full of sweets.



We at the home are continuing to grow and make happy memories with the young people and team, we look forward to updating you next month with more positive news.



# FAMILY ASSESSMENT



## TEAM LUNCH

We had a lovely team lunch prepared by Vanessa. This was to thank the team for their work during the OFSTED inspection and continued commitment to The Groves.



## TEAM BUILDING

Marcus led the team building activity which was tidying up the front garden. Everyone got involved, finding their inner gardener!



## SHINE GIRL PROGRAM



Parents participated in The Shine Girl Program, lead by Vanessa and supported by Katrina. Lots of fun was had!

WELCOME ✨  
to the TEAM

Patience our night assessment support worker has started - she is settling into her role completing her induction and shadowing the team learning her role.

## Feedback

From Surrey Social Worker:

Staff at The Groves have been good with communication and following things up. I am happy with their professionalism, timely responses, and their input at all times. Thank you!

## Feedback

From Parent about Marcus:

Fabulous session with Marcus he did an amazing job, session tailored to my needs. Very well thought out. Top marks, goes above and beyond.

# EMPLOYEE HIGHLIGHTS



## EMPLOYEE TO-DO LIST:

- ☑ Check & complete allocated tasks on Asana
- ☑ Ensure everyone wears their Staff ID at all times
- ☑ MOST IMPORTANTLY – KEEP DOING AN AMAZING JOB!

**TO VIEW OUR INSURANCE POLICY,  
PLEASE CLICK THIS HEART**



HAPPY BIRTHDAY

We are celebrating these birthdays  
in March:

- Helen Hoggins
- Debbie Addae
- Katrina Smith-Crome



## QUOTE OF THE MONTH



March:

“Like wildflowers, you must  
allow yourself to grow in all the  
places people thought you  
never would.”



## THIS MONTH'S AWARENESS

March marks the start of Women's History Month, a way to celebrate women across the nation and their efforts to make the country, and world, a better place for women of all ages and races.



## RANDOM SHOWER THOUGHTS

- " How do our brains remember that we forgot something but can't remember what that thing was? "
- " Did the chicken come first or the egg? "
- " In order to fall asleep, we have to pretend to be asleep. "
- " How does snow freeze without looking like ice? "
- " You've never seen your own face before – only in pictures and reflections. "

## PUNNY JOKES

- Why is it impossible to starve in the desert? Because of all the sand which is there!
- What did one ocean say to the other? Nothing, they just waved.
- What did the right eye say to the left eye? Honestly, between you and me, something smells.
- Why don't scientists trust Atoms? They make up everything.
- What do you call a lion who is feeling dandy? A Dandelion.

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**WE WANT YOUR**

**F E E D B A C K**

**Finally, we would like to hear more from you....**

**Up until now, the newsletter has been mostly put together by senior leaders – we would really like to hear from you, whether this is an account of some practice that you feel others would benefit from hearing about, passing on some training you have received, highlight something you have read or sharing your passions and talents, we love a poem or piece of art inspired by your work....**

**We'd love to hear your thoughts, and I'm sure your colleagues would too. Feel free to share your suggestions either with the manager or directly with the admin at [admin@greenharvestcc.com](mailto:admin@greenharvestcc.com)**

**We will keep you posted as we progress with our actions.**



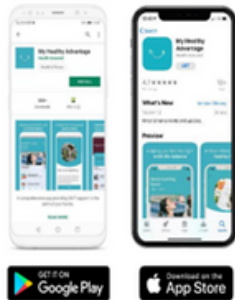
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