



The Beacon

The news update from Crimson Hill Support

Number 79, November 2019

Hi everyone,

A short edition this month as we all prepare for the festive period. In the office Liz is working away on the dreaded Christmas rotas, and trying to get them completed as soon as possible for you all. We know it is really frustrating to have to wait, but in order to get them complete we need all staff and service user requests back. Plus we need to try and manage the problem that very few people want to work Christmas Day, and yet we still have the same amount of support on that day. Hopefully they will be completed soon so that you all know what you are doing. Remember that all bank holidays are paid at time and half, except new years eve which is paid at time and half from 14.00 though to 14.00 on the 1st January 2020.

Many thanks Fliss

Bonus

As those of you who have worked for us for a number of years know, we try to offer a bonus to all of you who work their rotas over Christmas and New Year. The size of your bonus is decided by a simple equation – the more hours you do over the year January 1st 2019 to December 31st 2019 will mean the bigger your bonus. Last year full time staff who had done some extra hours over the year received around a £500 bonus.

Just for fun - Answers

1. I can be cracked, I can be made, I can be told, I can be played, what am I? - **A Joke**
2. What is the worst vegetable you can have on a ship? - **A Leek**
3. Look in my face, I am somebody. Look in my back, I am nobody. - **A Mirror**
4. When can you add two to eleven and get one as the correct answer? - **A Clock face**
5. You use a knife to slice my head, and weep beside me when I am dead? - **An onion**

December is the second payment for those of you who have business insurance and have used your cars to transport service users. This payment of £250.00 will be paid with your December salary.

Party Time!!!

For all of you who requested a staff party, we are trying to organise a party in January to help us get through the worst month in the year! Hopefully we will be able to book Retro Beats who gave us a magnificent gig in 2017. More details will follow as soon as we know dates and times. But start getting your glad rags out and be ready to strut your stuff on the dance floor.

Exciting news!

Lots of you will remember Elaine Topazio who was one of our Team Leaders for many years. She went off to try her hand at something different ... but has now decided that it's time to come back to Crimson Hill Support. We are really happy that she is going to be working with us all again, and can't wait for her to be part of the team. She won't be in the role of Team Leader but will be based in the office, and will be supporting Fliss and the rest of the team with Training and Quality Assurance. She takes up her role at the beginning of December, so when you see her make her very welcome.



Guess Who? This member of staff currently works for us... Answers to Fliss by 30.11.19. Winner will be drawn out of a hat and will receive £20.00 highstreet voucher.

Syndrome Focus Fragile X

Fragile X Syndrome is a genetic condition and is the most common inherited cause of learning disabilities. It affects around 1 in 4000 boys and men, as well as 1 in 6000 girls and women. There are a wide range of characteristics associated with fragile X, but an individual person may only experience some of these. Learning disabilities occur in almost all boys with fragile X, to differing degrees. Girls usually have milder learning disabilities than boys, but this is not always the case. Some girls with Fragile X Syndrome may be clinically unaffected. As well as learning disabilities, common behavioural features include short attention span, distractibility, impulsiveness, restlessness, over activity and sensory problems. Girls with or without learning disabilities may show concentration problems and social, emotional and communication difficulties related to extreme shyness and anxiety in social situations. Many children and adults show autistic like features, including: avoiding eye contact, anxiety in social situations, insistence on familiar routines and hand flapping or hand biting. Although many people with fragile X relate well to others, anxiety in unfamiliar or unpredictable situations may cause them to act in this way. A substantial minority of individuals with fragile X will show greater problems relating to others and may receive a dual-diagnosis of autism. Speech and language are usually delayed with continuing speech and communication problems. Some children and adults develop epilepsy. However, strengths associated with fragile X include good imitation skills, visual learning and long term memories. People are also often described as having likable personalities, being sensitive to others emotions and as having a good sense of humour! There are some physical features associated with fragile X, including a long narrow face with prominent jaw bones and ears. However, these are rarely obvious in young children. The lack of distinguishing features is one of the reasons that diagnosis can be delayed. You cannot tell that someone has fragile X just based upon their appearance or behaviour. The only way to tell if someone has Fragile X Syndrome is to do a genetic test

