



WHAT'S INSIDE

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Our Values shape how we act as individuals, in teams and as a group.



We believe in **Respect**

We believe in treating everyone we come into contact with as an individual, with due regard for their feelings and wishes. We listen to and value everyone's contribution and are non-judgemental.



We believe in **Empowering**

We believe in developing and encouraging each person that we work with, including our staff and volunteers, to achieve their full potential creating a lasting social impact.



We believe in **Collaboration**

We believe in teamwork, building partnerships and sharing our knowledge to *build better futures* for the people we work with and for one another.



We believe in **Innovation**

We believe in challenging the status quo and shining a light on emerging social issues. We are committed to finding new or improved ways of working, resulting in greater social impact.



We believe in **Excellence**

We believe in delivering high-quality professional services that are person-centred.

We believe in **Building Better Futures** through our Values.

www.brysongroup.org

Message from John McMullan CEO of the Bryson Group

I would like to take this opportunity to say a few words about what is currently happening across Bryson and our plans going forward.

Bryson is now in its 112th year. The organisation was formed back in 1906 and today we are all still focused and working hard to help the most vulnerable people and families in our society and protect our environment. Our strap line, "building better futures" encapsulates the work you are all delivering on a daily basis.

We have welcomed many new staff members over the last few months (including 11 new staff that just recently completed their Corporate Induction – see page 15). A very warm Bryson welcome to you all. We wish you well in your new jobs.

We now employ over 800 staff working across 30 locations from Donegal, the North West, and Greater Belfast to North Wales. A lot of you are out working in the community, either supporting people in their own homes or working to improve our environment through our recycling and energy efficiency services. It is not always easy to keep up to date on what is happening across Bryson. We hope that this magazine gives you the chance to catch up and don't forget to check out our website with links to your Group Company sites www.brysongroup.org and the "latest news" emails sent out on a regular basis.

Over the last few months, your Senior Managers and a range of staff members have been working on developing the next 3 year strategic plan for each Group Company covering 2018 to 2021. The plans are due to be finalised by the end of June and will be shared with you in due course. A lot of work has been done looking externally for new opportunities and to fully understand the challenges that we all face in terms of budgets and existing contracts.

We have also focused internally and using the feedback that you supplied in the staff survey there will be a key focus on internal staff engagement and wellbeing in our new strategic plan. You can read more about the staff survey on page 17 and the summary report is available on the Bryson Hub.

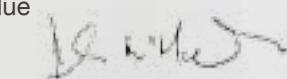
You also have another great opportunity to tell us how you feel about working in Bryson through the independent Investor in People survey. The link to the on-line IiP survey should have been shared with you. We really hope you take the opportunity to complete the survey and tell us what you think. This information is essential to help us make the changes needed to improve what we do.

My other news involves myself, after 33 years I will be retiring from Bryson before the end of the year. It has been my great privilege to work for Bryson and with its wonderful volunteers and staff and to see on a daily basis the positive impact you are making on people across all our communities.

I started working in Bryson as a participant on a training programme for people who were long-term unemployed and like many others was supported to return to 3rd level education and over 10 years ago was made Chief Executive. Bryson is all about people; those who work in it and those we help. I have had the great pleasure of working alongside many wonderful colleagues and all I wish is that Bryson continues to be successful in building better futures for you and the people we support.

I hope you enjoy reading the ARC magazine which showcases the work you are delivering. I would like to close my remarks by thanking each of you; our volunteers, board members and staff for your continued hard work and effort.

If you want to get in touch with me please email jmcmullan@brysongroup.org or if you are in Bryson House please call in and say hello. Follow me on twitter @brysonceo or keep up to date via our website with links to social media and youtube www.brysongroup.org


Follow John on twitter
@brysonceo





Bryson LaganSports

Adventure Sports Camps

A range of water and land based activities for 8 years+ all abilities.

Summer 2018 £100 p/p (per week)

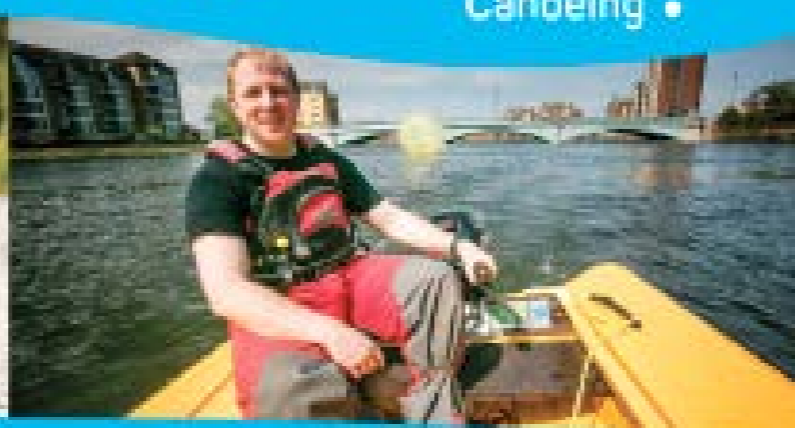
Mon 16th – Fri 20th July
 Mon 23rd – Fri 27th July
 Mon 30th – Fri 3rd Aug

Mon 6th – Fri 10th Aug
 Mon 13th – Fri 17th Aug
 Mon 20th – Fri 24th Aug

All Camps 9.30am - 4.00pm (discount for sibling bookings)

Early drop off (8.30am) and or late pickup (5pm) - £5 per child, per day. Early booking recommended

- | | | |
|------------------------|---------------------|---------------|
| Outdoor/Indoor Games • | Circus Skills • | Zorbing • |
| Arts & Crafts • | Balloon Modelling • | Bellboating • |
| Orienteering • | Camp Craft • | Kayaking • |
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Bryson LaganSports, Unit 1-2 Rivers Edge, 13 Ravenhill Road, Belfast, BT6 8DN

T: 028 9046 1711 E: info@brysonlagansports.org W: brysonlagansports.org

Terms & conditions apply, minimum 8 participants required per week, photos for advertising purposes only.



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COVER STORY

Staff from Bryson Care based on the Ravenhill caught on camera.

The staff organised a cake sale for MacMillan Cancer to read more see page 24



Send us your stories and photos for the next edition.

arc@brysongroup.org
 Deadline - 3rd September 2018

Check out this issue's competition on page 16

Launch of DARE to Lead Change Page 22

In this edition

Welcome ARC spring 2018

Hope you enjoy reading the Spring Edition of the ARC and finding out about what is happening across the Bryson Group from Donegal, North West, Belfast to Wales.

You can view the photos taken for the photo competition 2017 and read about how Bryson Recycling is celebrating 25 years in business, meet the new team working on the European Social Fund (ESF) employability programme in Bryson FutureSkills and find out about what is happening at Bryson Intercultural and An Munia Tobar.

We love to get your feedback as we are always striving to improve ARC, so please continue to send any stories, articles, ideas or views to arc@brysongroup.org

To find out more about what is happening across Bryson check out our website www.brysongroup.org

DARE LEAD CHANGE

Dialogues About Race and Ethnicity (DARE)



HAPPY 60TH FREDDIE!



And the 2017 Bryson Photo Winner is... Page 6

Recycling announce new contracts Page 9



Bryson
Charitable Group



2017 Bryson Photographic Competition



We encouraged staff and volunteers to send in photos that captures something that makes them smile during their working day at Bryson. Here are the photos and captions we received. Thank you to all who took part. Bryson CEO John McMullan was delighted to announce the winner of the Bryson ARC photo competition for 2017. The judge for the competition was photographer and graphic designer (Conor Diver).

He choose the photo (below), submitted by one of the Bryson EVS volunteers who is from Hungary (Maria Gacsi-Kis). Maria's photo was captured during her placement with Ulster Wildlife and is of a young girl holding a butterfly



Maria Gacsi-Kis receiving her prize for lunch at HOME Restaurant, Belfast.



Close to you, I see you): Sometimes I have the opportunity to help at some events. One of them was the summer camp at Bog Meadows Nature Reserve. It's great seeing the kid's enthusiasm and curiosity. What's cooler than holding a butterfly. Maria Gacsi-Kis



Groovin' to the music at my desk makes me smile. Greg McMahon.



These four balloons make me happy to come to work. Thomas McKee



Dayna McCreadie – Chips Ahoy – The picture represents how in Bryson Energy we get regular recognition/thank you lunches and it is an opportunity to get together with staff. As you can see we have clearly enjoyed it.



My walk to Bangor Sure Start every morning and the world's cutest and funniest cat. Phil Stevenson



"The words of wisdom provided by Harlem Restaurant on my way to Bryson House always makes me smile." Monica Mahaffy.



How could you not be motivated to come into work with that view to look forward to!!!



Finance Team – Bryson House – 5 O'clock.



'On Reflection' – Beautiful early morning view of the River Lagan from our office. Louise Magee.



This is a photo taken on my way to work. Simply beautiful. Absolutely made my day. Radka Matyasova.



"Conservation volunteer toy:) Before I came here I had no clue what the Conservation Volunteers did. I really enjoy working with the machinery and I'm actually quite good at it! Volunteering opens new possibilities; learning new skills and learning about yourself as well."



This the best time(s) of my day – kettle on, indicating the start of the tea break, the start of the office catch up and the furthest we are from going back to work again. Bryan McGahan



Collectively and individually, these guys make me smile. They are remarkable young people who, as European Voluntary Service volunteers, give up a year of their life and leave home, their family, their friends, their language, their food, in order to volunteer in another country. Aside from Conor (front middle, who went from NI to Luxembourg), the volunteers in the photo have each come to northern Ireland from countries which include, Finland, Italy, Poland, Germany and France. They have smiled their way through the grey skies, the difficult Northern Ireland accents, the lack of money, the unhealthy food and the homesickness, in order to volunteer for our communities here in Northern Ireland. Aren't they great? Mary Hegarty



A murmuration of starlings circling over the Albert Bridge in Belfast. Taken from Bryson Energy Winter, 2016. Starling numbers in the UK are declining – falling by 66% since 1970s. Nigel Brady

Bryson Recycling



A Very Happy 25th Birthday!

Bryson Recycling are celebrating 25 years of providing recycling services across Northern Ireland.

A very happy 25th Birthday during 2018. To read more about our history and the work we are doing today go to <http://www.brysonrecycling.org/about-us/our-story/>

New Reuse Shop in Wales officially Opens May 2018



Bryson Recycling is delighted to announce the official opening of the new St David's Hospice Reuse Shop at their Mochdre Recycling Centre in North Wales. Bryson staff based in the Welsh office where joined by staff from Mallusk and the Minster for the Environment in Wales, Hannah Blythyn.

This pioneering project, developed in partnership with Bryson Recycling and Conwy County Borough Council, aims to extend the life of reusable household items while generating profits for a very worthwhile local charity. Well done to all involved and we wish you much success.

Local Businesses Support Increase in Recycling for Charity Campaign

Bryson Recycling provides a weekly kerbside box collection to 170,000 homes, and for every tonne of paper, plastic and glass collected over the last year, three reprocessing partners, Huhtamaki in Lurgan, Cherry Plastics in Dungannon and Encirc in Fermanagh have all donated £1 to charity.

'Recycling Rewards', now in its third year, is an innovative campaign designed by leading social enterprise Bryson Recycling. Aimed to raise awareness for a worthwhile cause and educate people about the benefits of recycling, the drive has resulted in 16,000 tonnes of materials being recycled locally and £16k will be donated to PIPS charity as a result.

PIPS delivers Suicide Prevention and Bereavement Support Services, Counselling and Therapies throughout Northern Ireland. This vital boost will enable services to continue without financial support the charity is only ever a few months away from shutting its doors.

Bryson Recycling sends the paper, plastic and glass collected in kerbside box areas to the three campaign partners. Cherry Pipes, Encirc and Huhtamaki all reprocess materials collected from Bryson Recycling on a weekly basis work with well-known brands such as McDonalds, Bushmills and Baileys to provide quality products worldwide, including plastic pipes, glass bottles and egg boxes.

Eric Randall, Director at Bryson Recycling comments on the success of the annual campaign; **"Recycling Rewards is now in its third year and is going from strength to strength. The amount raised this year has been the biggest to date and we are encouraged to see how communities can come together to support others and help the environment at the same time. PIPS charity provide vital support to individuals and families who have been affected by addiction issues and suicide. Suicide prevention is a hugely important issue that desperately needs more funding and the Recycling Rewards campaign has given us the opportunity to do this. Our unique approach to recycling also allows us to ensure that we are able to supply quality materials to local companies so they can support local jobs and grow their own business."**

Desy Jones from PIPS added; **"Recycling Rewards funding will in reality keep our doors open. Without contributions such as this we cannot operate, as we are not government funded. Thanks to all the households and partners who have come on board to raise awareness for such an important issue through something so simple that we do every day in our homes."**



Four staff members from Bryson Recycling (see photo) Jim Magee, John-Paul Jennings, Royce McCullagh and Pete Doherty took advantage of the **Bryson Volunteer Day** and used it to support PIPs Charity during their fund-raising day at Victoria Square in March. The volunteer team from Bryson collected £800 during the day. A big well done to all involved and what a great way to spend your volunteer day.

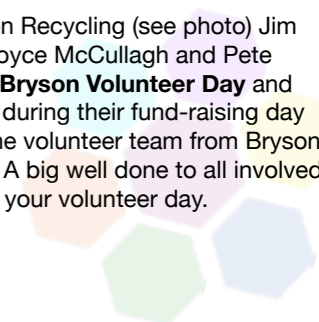


Wheelie Box Roll Out

Our innovative Wheelie Box recycling service is being rolled out to a further 4000 households in the Antrim and Newtownabbey Council area. The service has been introduced to 22,000 households in the Newtownabbey area over the last few years, and has been welcomed by residents as it makes it easier for them to recycle from home.

It also ensures that we collect high quality materials that can be recycled locally, which is better for the environment, helps create local jobs and supports the economy.

Belfast City Council have also extended the contract for us to continue providing our kerbside service to over 58,000 homes in inner city Belfast until at least August 2019.



Bryson FutureSkills - Bridging the gap to employment



Bryson FutureSkills is delighted to announce that they have been awarded funding for the next four years to provide employability support to 800 people from the Greater Belfast and Newtownabbey areas. The programmes are designed to support people between the ages of 18 to 59 through a mix of employability training and work placements.

The photo includes Bryson FutureSkills staff: Claire Evans Employment Officer, Hannah Murtagh Employment Tutor, Marissa McGovern, Employment Officer, Phyllis Morgan, Employment Officer and Margaret McCormick, Employment Officer along with Senior Manager Richard Henderson.

The programme is part funded by the European Union and the Department for the Economy.

To find out more on the programmes please contact the team at Bryson FutureSkills on 028 9074 5408.

It is a 10 week employability programme for people not in employment, education or training. It is individually tailored to each participant's needs to overcome barriers to employment and progress to sustainable employment, further education or training.

Bryson FutureSkills staff and young people recently volunteered with Ground Work to help plant over 2000 plants and trees at the new premises for Action Cancer on Windsor Avenue Belfast. Well done to all involved.



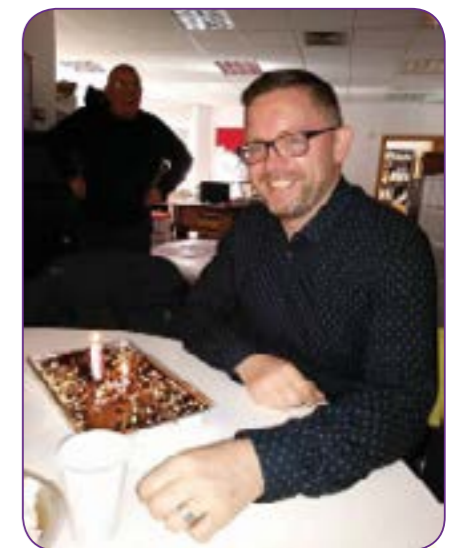
The North Belfast Employment Programme is gathering pace with a number of local people supported by Bryson FutureSkills and Bryson Energy as they work towards their horticultural qualifications and energy efficiency training. This programme offers paid employment opportunities for the long term unemployed living in North Belfast. For further information visit our website www.brysonfutureskills.org



Young people from Bryson FutureSkills out enjoying time on the River Lagan and learning new skills at Bryson LaganSports.



Staff from Bryson FutureSkills attending a Team Development Day at the Clayton Hotel Belfast.



A big happy 40th birthday to Gareth McGuigan from all your friends in Bryson



HAPPY 60TH FREDDIE!



A Big Happy Birthday to Freddie Stelges who recently celebrated his 60th Birthday.

Freddie works in Bryson House as part of the maintenance team but is well known across Bryson.

We wish him a wonderful 60th year and many happy returns from all his friends at Bryson.



Top tips and advice around Data Protection



Changes in Data Protection Law that will affect Bryson!

The new Data Protection Laws are now in place (GDPR). All staff and services will be affected by the new regulations that came into force on the 25th May 2018.

Across Bryson we have a range of different services that require us to collect information on our clients, which can be personal and sensitive.

- We need the information that we hold to be accurate and up to date so that we can deliver a safe, efficient and reliable service.
- We have a responsibility to keep the personal and sensitive information we process safe, secure and confidential.

The most significant change in the new regulations is the accountability principle. To comply we will have to show records of staff training, carry out data protection audits, have a Data Protection Policy and IT Policy in place and document our processes. Other important changes will affect how we respond to subject access requests, report breaches to the Information Commissioners office and there are stricter rules around consent and privacy notices.

To comply with GDPR please continue to treat personal information with care and respect:

- always lock personal information away when not in use;
- shut down computers when away from your desk;
- use hard to guess passwords;
- password protect personal information when emailing; be vigilant and do not open suspicious emails;
- ensure portable devices are encrypted;
- minimise personal information carried out of the office;
- dispose of personal information securely;
- do not share or discuss sensitive information externally; and report breaches or potential IT security threats to your Line Manager.

During May all staff received access to online Data Protection Training - any queries in relation to the training or data protection please contact Shauneen Killyleagh on 028 9032 5835 skillyleagh@brysongroup.org

Caption - Data Protection Champions from Bryson Care Family Support recently took part in a briefing around the new regulations delivered by Shauneen Killyleagh from Business Improvement.



Bryson Energy Raise Fuel Poverty Awareness

Bryson Energy staff have been very busy raising awareness of fuel poverty and promoting a whole house solution to tackling this major problem

Bryson Energy staff have been out and about promoting their work, which has included attending and speaking at conferences, exhibiting at the Self Build Show, a number of school visits, media interviews (including local press and radio) and attending the Consumer Council's Parliament in the Guildhall, Derry, on March 23rd attended by Bryson Energy's Senior Manager Laurence Arbuckle (right). The advice line staff, based in Enniskillen have been busy dealing with the advice calls coming through on their free phone number. – if you have any queries please give them a call on **080014 22 865**.



Thank you to Katie from Bryson Energy who called into Bryson House during February to provide staff with advice and information on saving energy in the home.

Bryson Energy was supporting a nationwide energy campaign called "The nation's biggest housewarming".

This coincided with the nationally recognised Fuel Poverty Awareness Day, to highlight the pressing issue of fuel poverty and the importance of ensuring that vulnerable people have access to a warm, dry, safe home.

To find out more check out www.brysonenergy.org



A very warm Bryson welcome to new staff who just completed their Corporate Induction and Health and Safety delivered by Monica Mahaffy Learning and Development Officer and Joe Donaldson Premises Manager.

Nicola Isabell Thompson who is working with Bryson Intercultural supporting Syrian Refugees,

Eimear O'Brien who is working with Bryson Care Family Support Belfast,

Jasmin Aughey who is working with Bryson Care SureStart Lisburn,

Alison Russell who is working with Bryson Care SureStart Lisburn,

Rachael Whan who is working with Bryson Care SureStart Lisburn,

Sarah Beattie who is working with Bryson Care Family Support Belfast,

Clare Doran who is the new HR Director for the Bryson Group,

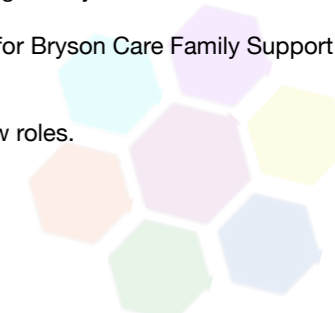
Claire Evans who is working for Bryson FutureSkills,

Hannah Murtagh who is working for Bryson FutureSkills,

Yannie Mahood who is working for Bryson Intercultural

Anna Valente who is working for Bryson Care Family Support Downpatrick.

We wish them well in their new roles.



Meet Bryson bee



Have a go at this simple to make craft . . .



Everyone knows how important bees are for the environment. Not only do they make yummy honey but without them our flowers and vegetables wouldn't grow. They are master pollenators. Quite simply, we wouldn't be here without them. Bryson Bee is our mascot for our younger reader's page. Bryson Charitable Group is made up of a honeycomb of six companies. Each company does important things for the community and the environment. Whether you have a garden or a windowsill, our crafty garden-inspired ideas will have you buzzing!

Spoon Plant Labels

New use for old spoons . . .

What you need:

- x metal spoons
- x hammer
- x old towel
- x indoor/outdoor x craft paint
- x paint brushes
- x newspaper
- x multi-coloured paint pens
- x paper cups as drying holders for spoons
- x black broad-tipped permanent marker



How to:

Place a metal spoon on a towel on the ground, rounded side up. Fold over spoon.

Hammer (ask an adult) the spoon until flat.

Place on newspaper and paint each one with your favourite colour, letting dry between coats.

Use the black felt pen to name your plant. Make little dots with a fine marker.

Use an acrylic sealer to keep your work from getting damaged.

More crafts at www.turningbacktheclock.com

Bryson Focus on Health



Top tips from the Health Promotion Agency

Just by moving more every day, you can help improve your physical and mental health. Combined with healthy eating and drinking, regular physical activity is one of the best ways to manage your weight.

Find out more online @ <http://www.choosetolivebetter.com/> and the links below

- Taking control of your weight
- Getting fit and losing weight
- Eating and drinking well
- Portion sizes
- Healthy recipes

Before you begin increasing your levels of physical activity You should check with your doctor if you:

- haven't done any activity for a long time;
 - are living with a health condition or disability.
- They'll be able to advise you on the best way to approach increasing your level of physical activity.

Adults

Adults should aim to be active every day and achieve at least 150 minutes of moderate intensity activity over a week – or simply 30 minutes of moderate intensity activity most days (at least five days) each week.

An activity is moderate intensity if your heart beats faster, you feel warmer and slightly out of breath, but can still carry on a conversation.

COMPETITION



For this ARC Competition we want to encourage you during June, July and August to focus on your health. You can do this by yourself or get your work colleagues together and think up healthy ways to get more exercise or eat healthier during your working day. You could start a lunch time walking group, swop the bus or car one day a week and walk to work, have fruit rather than a scone or drink more water during the day . . . whatever you decide to do – make it fun and tell us about it.

Simply send us no more than 150 words on what you did individually or as a team and send us some photos by Monday 3rd September.

The winning entry will receive a 'healthy breakfast' to their office for up to 10 staff members from Loaf Catering.

your opinion counts

Bryson staff survey feedback April 2018

We want to take this opportunity to thank you for taking part in the "Your Opinion Counts" staff survey towards the end of 2017. We were delighted that through the time you took to complete the survey we were able to provide £500 donation to Bryson Intercultural for their work in supporting Syrian Refugees and people seeking Asylum. Your donation went towards providing welcome packs to new refugee families and people seeking Asylum.

Summary of results

You told us:

- That you feel that you do your job well
98% (Strongly agree/agree)
- That you are responsible for the quality of your work
98% (Strongly agree/agree)
- That you feel trusted to do your job
93% (Strongly agree/agree)
- That you enjoy your job
90% (Strongly agree/agree)
- That you are treated with fairness and respect
87% (Strongly agree/agree)

You also told us about what you think about:

- Feeling part of the wider Bryson Group
(56% of you agreed but 44% of you disagreed)
- Believe that Bryson values its staff
(64% of you agreed but 36% of you disagreed)
- Feel well informed about what is happening across Bryson Group
(68% of you agreed but 32% of you disagreed)
- Feel secure in my job
(70% of you agreed but 30% of you disagreed)
- Believe that your pay is competitive when compared to similar roles in other organisations
(51% of you agreed but 49% of you disagreed)

We realise that remuneration and reward is a vitally important issue to all employees and we endeavour to benchmark salaries on a regular basis. With certain contracts we are constrained by contractual arrangements but going forward we intend to look at other opportunities to position Bryson as an employer of choice and ways to continue to demonstrate Bryson's caring ethos towards employees.

The feedback you have provided is vitally important to help us improve how we do things going forward. It is wonderful to hear that you feel trusted to do your job and that you enjoy your job. Your dedication and commitment to Bryson has made us who we are and ensuring that we are still relevant 112 years later. The work you deliver each and every day makes a massive positive difference to our local communities, people and families and you should be very proud of your achievements.

We acknowledge the areas that we need to do better on, such as how you feel Bryson values its staff and feeling part of the Bryson Group. We have experienced challenging times over the last few years, which have resulted in reduced budgets, losing staff/colleagues and increased pressure. We acknowledge this and your voices are being heard.

These findings are being used to influence our new Strategic Plan for Bryson. We now have a great opportunity to make changes internally. Change is never easy but the time for change has come. We need to focus on and find new ways of engaging and communicating with you, targeting staff wellbeing and ensuring you feel valued and part of Team Bryson. A key focus from this will be on Engagement and Wellbeing – so watch this space for more information.

Bryson Care Awards

We want to take this opportunity to congratulate Siobhan and Caoimhe (inset), from Bryson Care – Practice Learning Centres in Belfast and Derry who were the winners of the Ulster University Impact Excellence Award for their work in supporting the next generation of Social Workers.

The Awards celebrate the transformational impact the university's students, graduates and research are having on societies and economies across the globe.

The event, which took place at Titanic Belfast on the 4th May, recognised the University's collaborations with partners in the private, public and not-for-profit sectors, both locally and globally

Winners of Ulster University's Placement Employer Impact Excellence Award categories include:

Employer Self-nominations
(Over 50 employees) category
Bryson Care - Winner

Boston Scientific - Highly Commended
Brooklands Healthcare - Highly Commended



Bryson Care Family Support staff, students and volunteers preparing to distribute food hampers and gifts to the vulnerable families they work with during December 2017.



Just out of hospital, and need some help around the house while you get back on your feet?

Are you struggling to cope with the constant demands of work, life and family and need some time for yourself?

Perhaps you are elderly or alone and need assistance around the house, but don't know who to ask?



Bryson One2One offers a range of support at home to help you live independently.

Our dedicated carers can support with a range of daily tasks at home including laundry, preparing meals and light housework.

Carers have access to their own cars, whether it's to bring you to appointments or help with messages.

Our highly-trained, friendly carers are always willing to lend an ear and be flexible to your needs.

Our person centred service also provides invaluable peace of mind to family members in knowing that their loved ones and their needs are being taken care of.

Have you spent your life caring for people?

Would you like to do some paid work?

We offer flexible hours, full training and the chance to make a difference to someones life.

If you would like to be a Support Worker contact us now!

Bryson One2One – Supporting you with Care

Call us on 02890 347731



Time to Move Closing Ceremony

Brussels, 17th November, 2017

As part of our role as a Eurodesk UK Partner Organisation, Bryson EVS were asked to participate in the closing ceremony of the 'Time to Move' campaign 2017 in Brussels in November, in order to present our "Postcards from the Edge of Europe" project.

Conor Keenan attended on behalf of Bryson and participated in the opening session entitled Marketing European learning mobility and awareness in times of crisis: Trends such as cultural fragmentation, identitarian closure and nationalism are on the rise in the EU member countries. While more and more people feel estranged from the European project, what is the best way to market learning mobility and European awareness? Are Erasmus+ and similar programmes an asset to counter-balance such trends or are they only benefitting pro-European young people?

This was an important event in the field of European Youth work, held at a crucial time on the eve of significant changes in the structures of European Voluntary Service and in the shadow of impending changes inevitable after the UK's withdrawal from the European Union. While there are undoubtedly uncertain times ahead, this was nonetheless a strong endorsement and recognition of the work done by Bryson EVS in the twenty years since EVS began.

As part of the celebrations to mark the 30th year of the Erasmus + Programme, the UK National Agency commissioned Sophie McKeand, award-winning poet, TEDx speaker and the current Young People's Laureate for Wales, to write a poem to capture the spirit of the Programme. Bryson EVS was honoured to be chosen as one of three interviewees to help Sophie's research and staff member Mary was delighted to be present to hear "Sunlight" read in public for the first time during the Erasmus + UK Annual Conference in Central Hall, Westminster,



Time to Move Campaign 2017 Closing Conference

#TimeToMove2017



PANEL #1 SPEAKERS



CONOR KEENAN
Bryson Group
@BrysonEVS
@cjfkeenan



JAVIER LORENZO RODRIGUEZ
MOVE Project



LAURA POPA
European Parliament
@EuropeanYouthEvent
@EP_EYE2018



CRISTINA BANITA
European Youth Card Association (EYCA)
@EuropeanYouthCard Association

Sunlight

A poem written to celebrate 30 years of the UK National Agency Erasmus+ Programme
By Sophie McKeand

Erasmus+ is a cloud of starlings murmuring
An arrow of geese migrating
A kettle of late spring swallows.

A hand extending across borders
Erasmus+ is a blank slate & you are the chalk
sketching out futures.

You are the cartographer
mapping terra nullius; erasing barriers
broadening mountain ridges
and as the imagination hikes to a clear vantage point
you trace the coastlines of self into passports
across the skylines of unknown cities
along the palms of citizens whose languages you don't yet speak.

Like rivers-stories & placements conjoin to ferry people
from cultural hinterlands to new experiences.
Every rock & wave of this land becomes an open door
welcoming foreign explorers
as Erasmus+ pathfinders shepherd the unsure
with boundless generosity & savoir-faire.

Erasmus+ is a life cycle
it is the water cycle: dŕr/ aqua / l'eau/ acqua/ wasser/ water
flowing throughout communities & the workplace it is
effervescent self-reliance
a taste of international discourse.

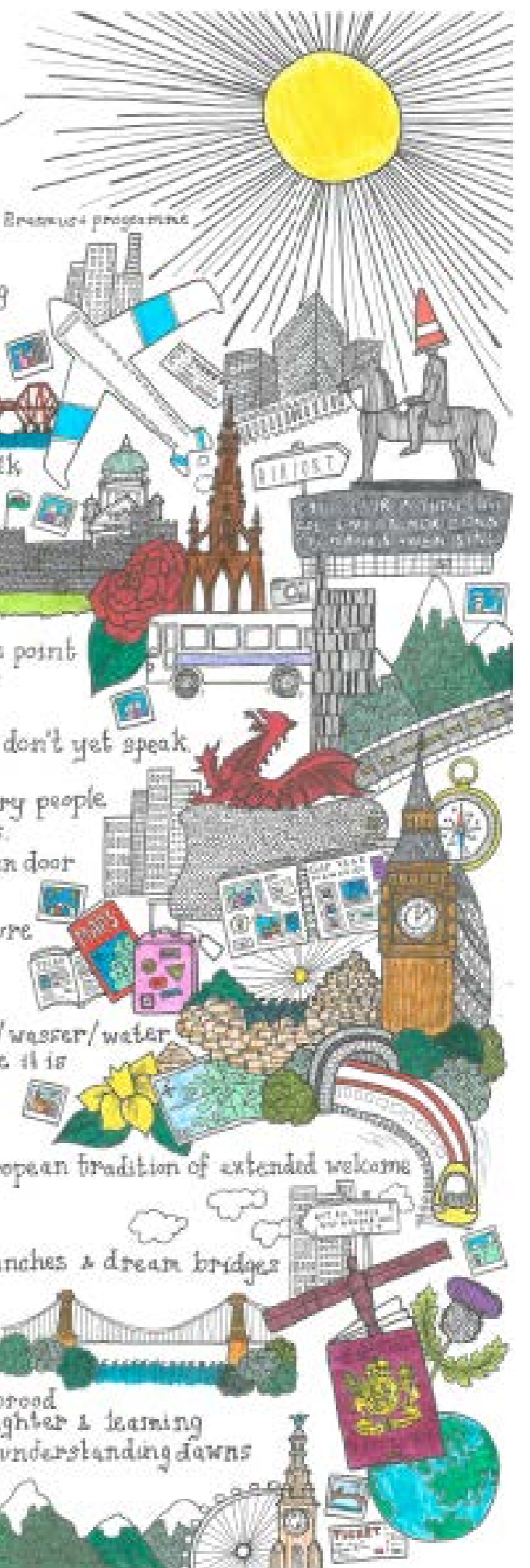
Erasmus+ is a broad oak tree rooted in the European tradition of extended welcome
a canopy of mutual support.

You are acorns flung from familiar forests
seeding like your mentors before you to grow branches & dream bridges

Erasmus+ is the bright sun questioning
do we offer the same warmth we are gifted?

You break bread / bara/ pan/ pain/ pane/ brot/ brood
with new friends in old towns; immerse in laughter & learning
and as you bathe in yellow sun under a blue sky, understanding dawns

You are now a citizen of the world.



DARE to LEAD **CHANGE**



Launch of DARE to Lead Change at IFA Headquarters at Windsor Park

A new project, DARE to Lead Change (Dialogues about Race and Ethnicity) was launched on Tuesday 13th March at IFA Headquarters, Windsor Park, Belfast. This project is led by Bryson Intercultural, in partnership with TIDES Training and Consultancy. It is funded by the EU's PEACE IV programme, managed by SEUPB.

The aim of DARE is to build, improve and sustain positive relationships with local people and their neighbours from different cultures and countries.

Windsor Park proved to be a wonderful venue. Pictured (above) at the Launch and Daring to Lead Change is Adrian Bird from the Resurgam Trust in Lisburn, Mansoreh, Abolhassasni (originally from Iran) and Eileen Rooney (an Activist and from the Irish Traveller community).

Jo Marley, Director of Bryson Intercultural spoke at the event – she said, *“Bryson is delighted to launch Dialogues about Race and Ethnicity (DARE). Our ambition is to promote peace and reconciliation by engaging different cultural, ethnic and religious communities in a sustained and meaningful dialogue that will change our shared knowledge and perceptions of each other. We will use training and mentoring to equip local people and Black and Minority Ethnic individuals to become*

Cultural and Community Champions. They will work alongside each other and DARE to lead different intercommunity conversations on a large, medium and small scale. Over the life of the project we aim to engage with over 2,000 people across Northern Ireland and the border counties.”



Welcoming the project Gina McIntyre, CEO of the Special EU Programmes Body said:

“This project will help address many of the negative attitudes that exist in relation to race and ethnicity. It will challenge stereotypes, break down barriers and bring people together. Reflecting the core aims of the EU’s PEACE IV Programme it has been designed to encourage meaningful contact between people from different communities.”

Other speakers included (Right) Dr Michael Wardlow from the Equality Commission, Michael Boyd from Irish Football Association, Liza Wilkinson from TIDES Training and Consultancy, Mary Montague - Mediator and Restorative Practice Specialist, Eileen Rooney and Bridget McCann (Activists and members of the Irish Traveller Community) followed by wonderful music from Beyond Skin.



Salwa, (above) originally from Yemen, has made her home here and recently completed the DARE to Lead Change training to become a Cultural and Community Champion:

“I like the will of the people in Northern Ireland. They are working to build their society and I feel that I have this opportunity to share in building the society that I have chosen to live in. This is the place I can prove myself and reach my goals. Working well with the community will empower me more. For me, I like to be part of this wonderful active team, because I believe in their vision and challenges.”

Match funding for the project has been provided by the Northern Ireland Executive and the Department of Community and Rural Development in Ireland.

The project offers local people in communities, schools and the workplace an opportunity to participate in dialogues about race and ethnicity. Interested people are encouraged to get involved and avail of free training on Good Relations and Understanding Diversity.

Staff from Bryson will also get the opportunity to take part in the training in the near future. If you know of any community organisations, schools or workplaces that would be interested please let us know.



Since the project started in October 2017 we have achieved the following Outputs:

- Formed a steering group of **13** members and growing.
- Held two Intercommunity Interest Forum events attracting over **60** people.
- Official launch of DARE to Lead Change project attracting over **80** people.
- **10** people from Black and Minority Ethnic Groups have completed the training to become Community and Cultural Champions. Co-facilitation has begun in some local communities.
- **10** Community Groups and Organisations have taken part in the Good Relations Training.
- Over **70** individual members of the general public have completed Good Relations & Civic Leadership training.
- Over **100** members of the public have taken part in Diversity training.
- DARE to Lead Change Project has engaged with over **125** organisations to date.

Anyone interested in finding out more about the DARE to Lead Change project or wishes to access the free training can contact Ross Fletcher, Bryson Intercultural, Tel: 028 90325 5835 or rfletcher@brysongroup.org www.brysonintercultural.org/dare



Bryson Care raise £320 for Macmillan Cancer

Bryson Care domiciliary care staff in Belfast took time out of their busy day to come together to support Macmillan Cancer. Staff circulated invites across Bryson and dusted off their aprons to make some lovely buns, cake, and pavlova to share with friends, family and other staff members.

They also organised wonderful music, performed by Mr David Curry and his daughter Zoe. David, not only works as a Manager at Bryson Care, he is also a Tenor singer with Stellar Voices. In total over £320 has been raised.

A big thank you to all staff, particularly Julie Cunnane for making our Coffee Afternoon happen in the beautiful setting beside the River Lagan at Bryson LaganSports.



Bryson Care (Western Services)

Bryson Care (Western Services) has grown from strength to strength over the last 18 months and now employs almost 260 staff working across four areas in the North West, both rural and urban.

The four areas are Waterside and Cityside within Derry City and Limavady and Strabane.

The majority of staff are out working in the community every day to support almost 720 people in their own homes.

Since the beginning of the year 60 new staff started working with Bryson and we wish all our new staff a very warm welcome.

During May we held four team briefings over two days to update everyone on a range of areas and it provided a great opportunity to get together and meet up over a cup of tea.

Photos show the team briefings that took place.



No Woman left behind

event to celebrate International Women's Day



During the morning event over tea/coffee and tapas the guests heard stories and history on the Traveller Culture. The event was organised to highlight the issues Traveller women face in Northern Ireland society including in areas of health, education, housing and discrimination. A number of Traveller women shared their insights on their experiences and various cultural traditions they have from balancing their lives as mothers, sisters, wivies, activists, grandparents and employees.

The speakers included Bridget McCann (Community Activist), Eileen Rooney (Community Activist), Ann Donahue (Community Activist), Ann Ward (Community Activist), Mary Kitson (Equality Commission), Mayte Cala Ruiz and Barbara Purcell (Bryson An Munia Tober Health Project).

All the women shared their experiences and involvement in the community and it was an inspiring and uplifting event for all who attended.



Right, pictured at the event, Barbara Purcell (Bryson An Munia Tober), Bridget McCann (Activist) and Eileen Rooney (Activist)

R-L: Barbara Purcell - Health Support Worker; Sarah Caldwell - Administration Officer; Eamonn Donnelly - Interim Manager; Marielouise Mc Allister - Floating Support Worker and Margaret Purcell - Volunteer



Congrats to Nicola Burns who works for Bryson An Munia Tober on the birth of her beautiful baby girl Merida Isabella

We have moved - our new home address is:

Bryson An Munia Tober Social Economy Village Unit 5, 1B Hannahstown Hill Belfast BT17 0XS

Pictured right.



Bryson Intercultural Update



A warm welcome to Brendan Quail



Brendan Quail has joined the Bryson Intercultural team in his new role as Regional Project Manager with the Vulnerable Syrian Refugee consortium. He previously worked as Senior Administrator with Bryson's Asylum Advice Service and has many years' experience in the asylum seeker and refugee sector in Northern Ireland.

He has also worked with victims of modern slavery and human trafficking and with homeless adults and youth. Although in recent years most of his work has taken place locally, he has previously worked with various community projects and NGOs internationally, particularly in Southern Africa and India.

Brendan is committed to supporting the most vulnerable in our society, promoting integration and tackling social injustice, with a passionate interest in working with displaced people.



A big warm welcome to Yannie Mahood who has just recently started at Bryson Intercultural working with Sebastine and Lilian supporting people seeking Asylum.

Good Time to Spring Clean

If you are thinking about Spring Cleaning your home or office, don't forget Staff from Bryson Intercultural are really keen to help you find a new home for unwanted items including the following.



The items will go towards helping vulnerable people seeking Asylum and Syrian Refugees.

- | | | |
|---------------|------------------|------------------------|
| Folders | Baby Wipes | Non-Perishable Food |
| Polly pockets | Toys | Clothes |
| Umbrellas | Children's books | Coats |
| Schoolbags | Nappies | Ladies Handbags |
| Pencil Cases | Baby Food | Towels |
| Stationery | | Home Cleaning Products |

We would be happy to collect donations from a central location within your Bryson building or to receive drop offs at Bryson House.

For more information please contact Nicola via the email below nisbellthomson@brysongroup.org

Thank you for your ongoing support and help.



A big thank you for all your donations

Sebastine Aluko James from Bryson Intercultural in the Donations room. Bryson Intercultural want to thank all the staff who donated so much to our recent appeal for clothes, toys and toiletries.

We had a fantastic response and the donations have been greatly received. On average the Asylum Advice Team at Bryson deal with up to 20 clients a week and they all have access to the donations room and it has been a great asset and success. We also support the Vulnerable Syrian Refugee families by providing a Welcome Pack on arrival.

We still have demand for the following items so if you or your family and friends want to help please get in touch with Nicola.

