

MAXLIFE

MAGAZINE OF
CITY CARE
PARTNERSHIP

LIVING WAGE NEWS

ACTIVITIES ON THE UP

2 SERVICES RECEIVE
AUTISM ACCREDITATION

EVENTS ROUND-UP

WITH OVER HALF A MILLION INVESTED
IN IMPROVING INFRASTRUCTURE CITY CARE IS...

DEVELOPING NICELY

MESSAGE FROM THE EDITOR



▲ Meet the press gang; Phillip, Tony, Sekai & Paula

INCREDIBLY, it's been 4 years since our last Maxlife magazine. On that note let me extend our thanks to all families and friends of those we support, for their support and understanding during the Pandemic. It was much appreciated by us all.

Following an excellent suggestion of one of the parents (thank you, Sue) we are re-introducing our MaxLife magazine. As we look to the future, it is important to communicate some of the changes, developments and progress we have made during this period.

This year we increased salaries by 10 % across the whole organisation, the third successive annual 10% rise for support staff, which we are proud is (at the time of writing) over the Real Living Wage figure, and that we are now officially recognised as an accredited living wage employer. Our decision to become accredited cements our ongoing commitment to rewarding our staff fairly, which is important at all times, but even more so with the current cost of living crisis.

However, it is not only the staff which have seen significant investment. Over the last 6 months City Care have invested half a million pounds on buildings and infrastructure. We have undertaken a service wide program of refurbishment and development that means the people we support not only have dedicated and committed staff, but that houses and services are maintained to the highest standard they deserve.

We have also invested in our technical infrastructure introducing a new digital training package, run alongside our own specialist in-house training, ensuring staff start with the Care Certificate plus a rigorous 'Fit-to-practice' sign off. In house, Nourish, an electronic Care Management system, is being introduced which ensures consistent and quality care and records. Finally, we have invested in Softworks, a complete workforce management system. As we grow and times change these systems ensure we have the best systems to help us manage the growth.

In addition, we continue to expand the activities we provide. Our Central Support Team are developing new and exciting opportunities for those we support, tailored specifically to individual's choices and interests, and designed in collaboration with the team supporting them.

We hope that this magazine gives you some insight into the ongoing commitment City Care has to creating the best environment for those we support and putting well-trained and well-regarded staff around them, so that each individual leads a purposeful and fulfilling life.

3 LIVING WAGE REPORT

4 EVENTS ROUND UP

7 HOLIDAY SPECIAL

8 10 YEARS AT CITY CARE

10 DEVELOPING SKILLS

12 HALF A MILLION SPENT
ON IMPROVEMENTS

13 RETURN TO
MAYFIELD ROAD

14 DIGITAL DEVELOPMENTS

15 SNAP SHOTS OF 2023

OPPORTUNITIES AT CITY CARE

City Care is constantly searching for potential new support staff with the right blend of attributes who understand and share our values, and we'd appreciate your help.

You, or someone you know, may have just that combination of skills we are looking for and may never have realised that they have a possible future career with City Care. We have an in-depth 6-week training course for anyone new to the social care sector providing industry leading training and culminating in a Care Certificate and our own fit to practice assessments.

We particularly welcome applicants who have 'lived experience' of Learning disabilities or Autism, either with a family member or as a friend, as we often find they naturally have an understanding and appreciation of the needs of those we support and already share our values.

Maybe you (or they) never realised that knowledge and experience could lead to a career in social care, but we'd welcome the chance to meet and provide the opportunity. Regardless of your jobs in the past, your future career could be as personally rewarding as it is financially.

We've created a distinct application process so we can fast track applicants with lived experience so if you or someone you know fits that brief, please scan this code to apply.



LIVING WAGE ACCREDITATION

CITY CARE COMMITTED TO REAL LIVING WAGE



The TUC's damning report published August 2023 'A strategy for the care workforce' highlighted care work remains stubbornly low paid, with workers overwhelmingly facing poor working conditions.

The report showed that many employees in the social care sector are facing increasing poverty, due to poor rates of pay, and job insecurity through the use of Zero hours contracts. The report found: Social Care workers earn only about 65% of the median salary for all employees (£21,500 a year compared with £33,000).

The TUC's general secretary, Paul Nowak, said care workers played a vital but undervalued role in society, adding that high-quality care would only be possible "if jobs in care are decent and paid well enough to attract and keep the right people".

Whilst this shocking report rightly highlights major concerns

in the social care sector, here at City Care we have a long history of investing in our support staff and are an accredited supporter of the Real Living Wage Foundation.

"A major element of our business plan is developing and rewarding the role of our support staff," explains Jonothan Crowther. "Over the past 2 years we have focussed our available investment on support staff with well-deserved wage increases amounting to a 30% increase for those on grades 1-3. This year that goal has been continued and extended across all grades, recognising the dedication of all staff with a further 10% increase across the board.

"This raises our starting salary for support staff to between £24,025.72 and £25,208.04 and the hourly rate for new starters to £11.85 per hour, recognising and rewarding the key role of the professional support staff we employ. At the time of being introduced this was well above the £10.90 Living Wage Foundations target.

"We believe that by investing directly in those providing the support we can achieve sustainability and consistency with staff and therefore have the greatest future impact on the lives of those we support."

October 2023 saw an unexpected increase in the rate and we are working towards applying the new rate by April 2024, in line with Living Wage Foundations, UK Living Wage strategy.

For more information on what our ongoing commitment to the Living Foundation means see www.livingwage.org.uk/what-real-living-wage

DIDN'T WE HAVE A LOVELY DAY THE DAY WE WENT TO.....

DIDSBURY FESTIVAL
2023

NOW IN ITS 42ND YEAR IT IS ONE OF THE LARGEST AND MOST POPULAR EVENTS IN SOUTH MANCHESTER



▲ Ed & Bernie enjoy the day

BRINGING together residents, family, friends and the wider public to Didsbury Park, come rain or shine, whilst raising money for local charities and supporting local businesses. This year's festival was the usual mix of stalls, arena events, live music and even a dog show, so something for everyone to enjoy.

For over 10 years we have attended the festival, often singing in the rain (honest - it doesn't rain every year) with support from the voice training crew. This year we showcased Arts & Crafts, as led by Katie, selling a range of amazing items created at the crafts sessions and by the work party. All these fabulous hand-crafted items were sold to raise funds for our



▲ Our stall set out for the day



▲ Christiana & Kieran taking in the festival

chosen charity, The Tree of Life foundation, which helps families in need of support.

"It was a great event enjoyed by everyone who came along. It's a real opportunity for us to achieve parity, a major aim of City Care," explains CEO Sheila O'Neill. "Community events like this are a chance for us all to come together, staff, friends and people we support to be engaged in a really positive event. The public showed great support and we raised £628 for a fantastic local charity in the process."

To support the charity, see: <https://www.treeoflifecentre.org.uk/donate-1>



▲ Mani & Robbo manning the stall

CORONATION
COMIC CON 2023

OUR ANNUAL EVENT WAS ANOTHER SUCCESSFUL DAY - IT WAS FANTASTIC TO SEE SUCH A GREAT TURN OUT



▲ The day gets a big thumbs up from Will

This year's Comic Con was another great event, and we were fortunate to be blessed with the weather again!

The coronation provided the theme for this year and there was no shortage of Kings, Queens and royalty from TV, Sci-Fi and movies on display (and yes, we are counting The Shelbys, our own judging Peaky Blinders, as a ruling royal family of sorts!)

There was a range of fantastic stalls and games,



▲ Presenting the £628.00 we raised to The Tree of Life Centre

special mention to Heaton Vale, who won the Best Team and Best Game awards, for their particularly entertaining and engaging game. Everyone involved in the stalls put on a right regal event, with some particularly challenging and



▲ Crafts for the kids



▲ Comic Con selfie with Rafiq, Lee & John



▲ Sheila & Steven... AKA Peaky Blinders & the King!

▼ 9 Polefield join Ali in crowning it a great day!



competitive races throughout the day!

Other highlights saw an incredible (and extremely tasty) Royal Bake-Off, with entrants from across City Care seeing Jonny & Connor winning a fiercely contested Best Cake award. Families and friends were also treated to a fabulous end of show performance by numerous singers. Thanks to everyone who performed such



▲ Jackie & Debbie having a 'Super' time!



▲ A real family fun day



▲ Jono's, sorry we mean Charlie's, Angels from the Sale office

beautiful songs, with a special mention to Alex, Sam, Alan, Selina and Bernie for entertaining us right to the end. We are already planning next year's event and welcome everyone, including friends and families, to get involved or come along to the event and join in the fun.



▲ We all had a right royal time

WELL DONE, CONGRAULATIONS, WHAT AN **ACHIEVEMENT!**

BROOM LANE & HEATON VALE ACHIEVE 'ADVANCED' LEVEL AUTISM ACCREDITATION

AFTER A SIGNIFICANT INVESTMENT OF TIME, PREPARATION AND DEDICATION, BOTH SERVICES HAVE BEEN AWARDED AUTISM ACCREDITATION FROM THE NATIONAL AUTISTIC SOCIETY AT ADVANCED LEVEL



Autism Specialist
Award Advanced
2022



"Both services should be exceptionally proud of their achievement," explained a spokesperson for the National Autistic Society. "Our Autism Accreditation programme sets extremely high standards, which they have worked incredibly hard to meet."

We spoke to Beth Earnshaw, Team Leader at 8 Broom Lane and Patrick Beales Registered Manager at Heaton Vale. We also spoke to Radha Mongia, PBS Manager, who, along with Alex Beales, Director of Quality & Compliance led the process.

This is an incredible achievement, what was involved?

Radha: "We wanted to show all the fantastic work everyone does, but in a way that didn't interrupt the people we support and their schedules or activities. It helped us understand that the things we do every day for the people we support, really do make a lasting difference."

Patrick: "We set up a program of observations, like how we set someone up to complete their routine or how we work with someone to discuss their emotions. The staff and people we support demonstrated this brilliantly throughout the day."

Alex: "It is a really fantastic scheme, as the process is on-

going and based on peer review it makes sure that we are always striving to improve and develop and keeping on our toes in terms of quality measures."

What does it mean to the staff teams?

Radha: "It shows the things the staff do every day; it was also an opportunity to reflect and to understand the impact they have."

What does it mean for the people we support?

Beth: "It shows all their achievements and accomplishments. Aspirations are being met, skills are being developed and, most of all, that they are safe and happy."

Radha: "For their families, I think the award meant a lot because their views were being heard and that the people they love are supported in a place that really understands autism, listens to those they support and enriches their lives."

How did you feel when the award came through as advanced?

Beth: "It was brilliant, it showed how hard everybody works and just how compassionate, caring and driven the staff truly are."

What does it mean to you?

Beth: "It's amazing that what we do in our daily lives is recognised in such an amazing way. Our standards are so high, and our approach is always person centred, that's what sets us apart."



▲ The Broom Lane team celebrating their achievement

PASSPORT AT THE READY, LET'S EXPLORE ABROAD

Many of you will have enjoyed a much-needed holiday over the summer, enjoying new experiences, new food and finding new friends.

When it comes to making a holiday work, no-one has more experience and aptitude than our own Steven 'Holiday' Guest. For over 8 years, Steven has enjoyed making more than 10 holiday dreams come true from Windemere to Montenegro. We ask him his holiday secrets...

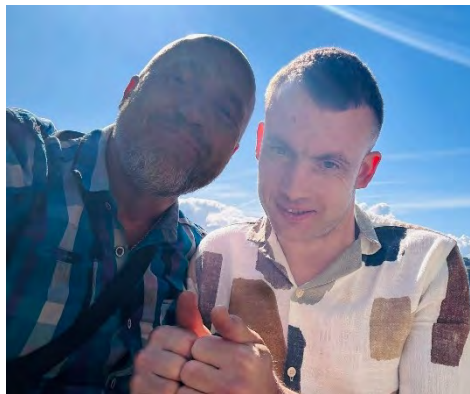
"Preparation is everything", he explains. "You must make sure the person has an understanding of where they want to go, who they are going to feel comfortable with, what activities they would enjoy whilst there. And as well as the usual holiday preparations, you have to emotionally prepare them as it can be quite an overwhelming experience".

Steve spends a lot of time preparing people for the experience, by talking the individual through all stages and sharing his own enjoyment and enthusiasm for new adventures and new experiences. Regular social stories and making sure the individuals are supported in their choices of destination and type of holiday are also key.

"Split with Harry was particularly memorable,"



▲ Harry enjoying the sunshine and (below) on holiday with fellow traveller Steve



continues Steve, who has supported Harry to 6 different holiday destinations, including; Dubrovnik, Split, Montenegro, Lake Garda, The Lake District, Anglesey and Wales. "There was a lot of activities to do, a lot of water which he loved, a lot of



sight-seeing and wining and dining in Michelin star restaurants because Harry likes the finer things in life!

"The holidays I enjoy the most are the ones that the people we support enjoy the most. A lot of planning goes into arranging each holiday, so it is perfect for the individual.

"I love seeing how their face lights up when they are away, how relaxed they are and how much they enjoy themselves. I love to share adventures and memories, being with them in different situations and settings, it's a real pleasure to share those moments and then enjoy the memories when we come home. It's a real privilege."



▶ All aboard 'Cassie Airlines'. Cassie enjoys her annual holiday, and cocktails of course, in Benidorm, Spain

◀ Whilst Mathew is excited about his flight!



CONGRATULATIONS AS YOU REACH 10 YEARS AT CITY CARE!



▲ Angela (left) with Katie (right), after 10 years Angela is still as dedicated as ever!

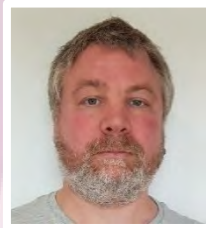
Andrew (left) and John (right), John continues his excellent work in activities ▼



▲ Craig



Marcus ▼



▲ Alex celebrating 10 years living at City Care

▶ Natasha Brooks

Katie (left) with Will (right), during her 10 years Katie has progressed to Assistant Team Leader



"City Care is awesome", Craig

ONE DECADE ON

TO ALL THOSE WHO HAVE HIT 10 YEARS,
HAPPY ANNIVERSARY!



"I can't believe a decade has passed since working for City Care Partnership, which shows how much I enjoy my job.

I have had the opportunity to make lifelong memories from working with the PWS, staff teams, festivals, holidays and most of all seeing the people we support lead meaningful and positive lives. City Care have supported me to develop my knowledge and career and have gone from a Support Worker and have taken on the role of an ARC instructor.

I am still as passionate now about my job as I was on my first day. I am very proud to work for City Care Partnership and see the difference we make to people's lives and that I am privileged to be a part of this."

Angela Gee

"When I first started at CCP I remember the saying that 'this job isn't for everyone'...it obviously is for me or I wouldn't still be here supporting the great people within CCP.

Helping one person might not change the whole world, but it could change the world for one person."

John Westbury



▲ Stacey (left) and Pete (right), 10 years on Pete continues being successful in his role

"I have worked at City Care for 10 years now, I can't believe how quickly that time has passed. I started as a support worker, and from day one I have always enjoyed working here.

What struck about this company was the lengths it will go to improve the lives of the people using the services. Over these years we have all been through a lot, both positive and challenging.

The challenges we have faced have meant we have had to adapt how we do things. What is pleasing is that City Care still keeps that original mentality that I first came across; to keep people we support active, engage and participating in their own lives.

Assessing risk and not letting barriers hold the people we support back, this is probably the biggest aspect that makes me proud to work here. Over the years I have met some wonderful people that have taught me a lot, people I would call my friend and some friends that I will never forget."

Patrick Beales



▲ In 10 years Patrick has worked his way up from Support Worker to Regional and Registered Manager



▲ Saul celebrates with cake!

CHRISTMAS INVITES!



CHRISTMAS PARTY!



Friday 15th December 2023:
The Venue, 15 Westbourne Rd,
Urmston, Manchester M41 0XQ

CHRISTMAS CAROLS!



Tuesday 19th December 2023:
Yew Tree Hub, Fairy Lane,
Sale, Manchester, M33 2JT

DEVELOPING SKILLS, GAINING QUALIFICATIONS, LEARNING

ASDAN ACHIEVEMENTS

THERE IS LOTS TO LEARN WITH
THE ROLL OUT OF OUR NEW
TRAINING PROGRAM



ASDAN is an award-winning charity that provides a variety of accredited qualifications. Their courses help develop skills such as general learning, work and life.

The *Foodwise* course helps develop skills and knowledge through a range of topics such as healthy eating, basic food



▲ Wayne, working it all out!

safety/hygiene, practical food preparation and cooking skills.

We started *Foodwise* with five people. Saul, Wayne and Sam have all gained their first credit,

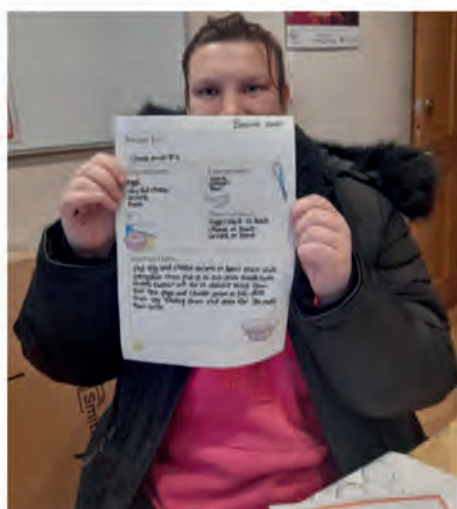
while Bernie and Laura have completed their second credit! We will be setting up for a new cohort in the new year and may see some people back to do a different course with us.

Everyone has developed so well, learning all about food groups and a balanced diet whilst completing research, practical and group work.

Katie has gained her qualification in *Activities and Peer Tutoring*. This has helped develop Katie's skills and knowledge on creative arts and will support her in running the Yew Tree Arts & Crafts activities sessions.

The CST are excited to continue to have more people do the range of ASDAN topics and courses. The list of key subject areas is:

- ACADEMIC SUBJECTS
- VOCATIONAL TASTERS
- WORK RELATED
- PERSONAL AND SOCIAL DEVELOPMENT
- SPORT AND ACTIVITIES



▲ Bernie progressing wonderfully



▲ Saul, working on healthy options



▲ Laura putting the theory into practice



▲ Katie, organising the Arts and Crafts for William



▲ ...and keeping up with her own qualifications

NEW PURPOSE AT YEW TREE



Sheila O'Neill (right)
and the Central Support
Team

The Central Support Team, who create our care plans and strategies, recently met with Sheila O'Neill, Managing Director, to develop new strategies for Yew Tree Hub, our activities Centre.

"The CST can work with the neurodiverse people we support at a high level, creating interventions and strategies that will enable the teams to better support people in their choice of activities.

"I was delighted with the ideas we are developing which will create coaches in the teams who show special interest in the activities," explains Sheila. "Building on their skills so they can support the decisions and choices made by each individual. The idea is to develop staff coaching skills so they can facilitate people at different levels to achieve results."

"In Arts & Crafts we started with 'time' and 'seasons'. Everyone was given the chance to make a clock, but to create it in a way that suited their skills and sensory preferences, whatever worked at their level to help them achieve their goal. This extended to a group artwork collaboration around the theme of Autumn and the changing of



Parts of the Autumn artwork
(here and below)

the season. We'll build on this idea to create Halloween banners for the party, which means everyone comes together for a focus and a purpose, based around Autumn, which then builds into the themes of time and seasons.

"We are changing the way activities work for both the staff and the people we support, so everyone can develop skills and confidence in an activity, it can then be developed and extended into other settings within the wider community, creating exciting opportunities for all."



OUR ALICE IS BACK!

TREADING THE BOARDS AT YEW TREE...



Rehearsals of our amazing multimedia stage musical, *Our Alice*, are back under way at Yew Tree. Following extensive refurbishment of the studio, our actors are back in action every Tuesday 2-4pm.

The cast are enjoying being back in rehearsals and then getting the play on the big stage. We are working on the best venue for the final show and will keep you informed when the cast are ready to perform!



TALK TO US!

Help us in our aim to be honest and to keep listening by sending in your feedback

We would like your help to ensure that City Care upholds our values of being open, honest and responsive. We want you to be able to constructively challenge us so that we maintain a high quality, safe, respectful and professional work environment. If you have any feedback scan the QR code or please submit it to feedback@citycarepartnership.co.uk we will then follow up on any comments, suggestions or feedback we receive. Though you can write anonymously, we would ask that you try to be specific so we know where to celebrate or review. This is because we welcome the opportunity to discuss any situation, really getting to the heart of the issue and so we can provide follow up information.



ALL SMILES AS INVESTMENT TAKES SHAPE!



Over the past 12 months City Care have invested over half a million pounds in the housing improvements across the organisation and are committed to investing in every aspect that can improve the lives of those we support and their support teams.

Alongside major projects at Mayfield, Wellington Road and Yew Tree bungalow there has also been key investment in new and ongoing maintenance to make significant upgrades in each and every service.

“A key development strategy has been to continuously improve housing standards across the organisation,” explains Jonathan Crowther (Managing Director). “COVID significantly impacted on our opportunities to maintain and update properties, we have therefore funded additional contractors to catch up with painting and maintenance.”

“We have also introduced new systems to ensure maintenance is monitored and to make sure that significant investment impacts

▲ Kwokman and Lauren enjoying the newly refurbished living room



▲ David and Ged also approve

▼ All bedrooms and communal areas have been transformed, with new flooring and decoration throughout



► All rooms have been decorated individually, Patsy is pleased with her pink scheme!



across the services. New roles have been created with Nick Carr-Brown leading on Health & Safety and experienced personnel, Tonie Duggan, undertaking a new role auditing and monitoring quality assurance.

“Only by our continuous investment in both our staff and the environment can we demonstrate our commitment to the people we support. We are making significant progress, maintenance is now continuous, and we feel we are back on top.”

RETURNING HOME TO A NEW BUILD AND A FRESH START

RETURN TO MAYFIELD

AN INSIGHT INTO THE PROGRESS OF MAYFIELD

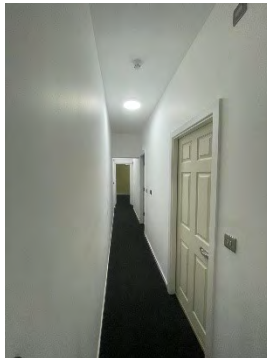
Being a Victorian property, Mayfield has lived many lives, including an 'interesting' conversion to flats prior to City Care Partnership's purchase. We talk to John Clifford, our favourite builder who also developed Broom Lane, Heaton Vale and Fourways for City Care.

"Historically there's been some 'interesting characters' working on this build and a lot of work had been rushed, bodged or just badly thought through," John explains. "The floors, ceilings and even walls have been adapted so much over the years that you're left scratching your head thinking 'why on earth did they do that!'"

"We've sorted all the drainage and water issues," explains John. "We added a new concrete floor and made the cellar a useful space for everyone."

Mayfield had a 'rabbit warren' feel to the layout, harking back to its days as a big old house full of bedsits. The entire layout and floorplan has now been adapted to provide bright, light and modern apartments.

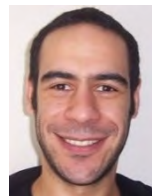
"I'm very pleased with how it turned out, there have been major changes and improvements to the structure and layout, but there are also a lot of very subtle design elements that will make a big difference to the people living here. It's a great layout and the apartments are of an extremely high standard. They are somewhere I'd be very happy to live and that's a great way to sign the job off."



The whole house has been redone and replanned with Bill and Alex's approval!

AN INTERVIEW WITH JOHN ARMITAGE, COMMUNITY ACCESS SUPPORT PARTNER

I've been at Mayfield since 2019 and thoroughly enjoy it.



The house was brilliant but very old and the design just didn't work well. During rainy periods water would come into the cellar, the overall layout and design of the building was difficult, the kitchen was outdated and impractical and the whole place needed a facelift.

"Coming into it now it's just amazing, such a major and positive change in terms of access, layout and design. It's all so connected now, and the layout changes make it all work together. It's a space to be proud of and to enjoy."

"I was trying to overlay the old layout and the change is

amazing. The builders have made very clever changes with the layout that have transformed the whole feel of the place. It's not the warren it was, it just all works so much better, it all connects so well.



"It was interesting coming back into the space. Alex has grown so much in his time at Mayfield, he knows Alexandra Park well and all of the local area. He's known here and he's welcomed here. It's his neighbourhood so it was so important to improve the house here and not move location."

"We all enjoyed being at Fourways. It was a breath of fresh air and we enjoyed having a different environment but, now with the new Mayfield, we've all taken to it so well. It's a fantastic development and feels like a fresh start."

GETTING TECHNICAL AND FEEDBACK FROM STAFF & FAMILIES

DIGITAL DEVELOPMENTS

NEW SOFTWARE PROGRAMS ARE BEING INTRODUCED TO HELP THE FLOW AND EASE OF SYSTEMS



Over the past few years, with City Care's steady growth, we have taken the opportunity to review the systems we use.

Exploring how these can be developed to improve efficiency and push up quality. This includes investing in digital platforms to cope with the increased demands.

Our first step into this was the use of Softworks a 'complete workforce management software.' In essence this helps scheduling, rostering, simplifies HR processes and manage time and attendance. Freeing up time so we can provide those vital support hours and enhance the quality of life to all concerned. With all new systems it can take a while to master it but we are seeing improvements.

We have also piloted Nourish (a digital care package) within both Lindsay and Wellington Road. Once again, shaping this to fit our own model has been a real challenge but Rachel Gill, Lauren Jenkinson and Mike Case have worked incredibly

hard to make it work and the feedback from the support staff has been very positive. Phones have the plans for the day which staff can easily follow and both the people they support and they, themselves can write, record or take photos to give an immediate report. This system, will be rolled out across the organisation over the next 12 months.



Finally, we have invested in the PBS Champion system. An all-in-one incident reporting and analysis software package.

Easy to use and less labour intensive it provides staff, our Central Support Team and Redstone PBS with data that supports their assessment and understanding of the function of a behaviour while supporting the evaluation of interventions by tracking behavioural changes.

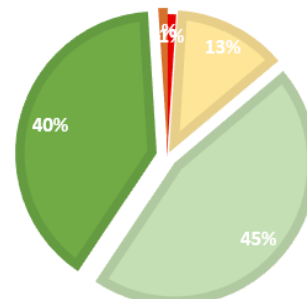
The data collection provided also meets our legislative responsibilities as laid out by the Restraint Reduction Network (RRN) an area we are proud to have improved.



FEEDBACK

FAMILY SURVEY FEEDBACK

- Inadequate
- Requires Improvement
- Good
- Outstanding
- No Response



Once again thank you for all those who completed the family survey sent out in April.

It is fantastic that the vast majority of responses were 'good' or 'outstanding'.

Although there was much to celebrate it also spelt out that there were areas for improvement. We continue to strive to recruit the right staff but also make this a real career for people.

We've given all our staff a 10% salary increase this year to reward them for their hard work and dedication but also to attract and retain high calibre staff. New staff now enter a 6-week programme featuring a mix of digital and face-to-face courses, all managed on our new training platform Grey Matter Learning.



NOMINATE SOMEONE FOR A VIA AWARD IF THEY HAVE:

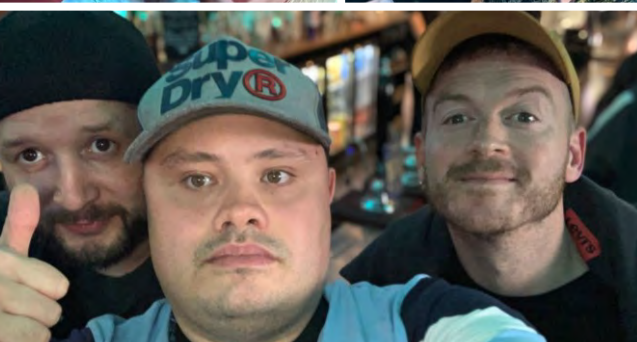
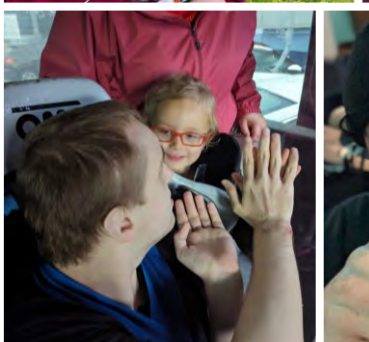


done a good job? been inspiring? earned a thank you?

CLICK HERE OR SCAN THE QR CODE TO NOMINATE SOMEONE FOR A VIA AWARD



LIVE LIFE, TAKE PICTURES, SAVE MEMORIES, **REPEAT**



CITY CARE PRESENTS

Xmas PARTY

FRI. DECEMBER 15

FEATURING
FOOD | LIVE MUSIC | DJ SANTA

THE VENUE

15 WESTBOURNE RD, URMSTON,
MANCHESTER, M41 0XQ

FRIENDS & FAMILY WELCOME!

7.30PM

- 11.30PM



SCAN HERE
FOR DIRECTIONS