Welcome to this special business news edition of the Happy Futures Newsletter!

As you have seen, Happy Futures has undergone lots of great and exciting changes in the last few months. We have updated our look as we want our brand to better represent what we are - a specialist support provider that offers OUTSTANDING support to people with learning disabilities, autism, mental health and complex needs. A lot of work has gone into creating a new brand that is representative of our skills, passion, values, and services, and we hope you like it as much as we do!

Once we updated our logo, we of course had to update all of our other branded materials, so be on the lookout for our new Happy Futures Services film (showing off our new building and cars), our updated recruitment film, and most importantly, our brand-new website!

Designed to be completely accessible and meet all the online accessibility standards, our new website will ensure everyone has a great experience when visiting us online. The new site also has some brilliant new features, such as an online referral function, a great job portal where anyone can upload their CV and apply to become part of our team, and most excitingly, the new website has a blog!

Each week we will be publishing a post filled with information, interviews, guides, games and lots of free and fun resources in easy read format, so be sure to sign up to our mailing list and stay informed about new blogs and everything that’s going on at Happy Futures!
DO YOU HAVE ANY IDEAS FOR COMMUNICATION AIDS, GAMES OR ANYTHING ELSE RELATED TO GREAT AUTISM SUPPORT? PLEASE LET US KNOW AND SHARE YOUR IDEAS WITH US!
In this edition, we want to tell you a bit more about our Management team, what experience they have and what they do day to day at Happy Futures!

Angela Fletcher - Chief Executive Officer

Angela joined the Health and Social Care sector back in 1986 and has since worked with a variety of people, including older people living with dementia, individuals with learning disabilities and individuals in secure units and children’s services. After completing her nursing degree from the Oxford Brookes University in 2003, Angela first worked as a Forensic Staff Nurse, and then progressed to the Deputy Area Manager, Business Support Manager and finally the Area Manager for Yorkshire of one of the UK’s largest support providers. Thereafter, Angela moved into an Operations Director role, leading and delivering strategic change in community regulated services. After receiving her Graduateship in Management from the City and Guilds Institute in London becoming a Fellow for the Institute of Leadership and Management, and in 2011 she decided to break away and start Happy Futures. As part of her role as the Chief Executive Officer, Angela directs the strategic growth and development of Happy Futures and oversees every aspect of the business. Angela was awarded a Cavell Star – an award given to nurses, midwives, nursing associates and healthcare assistants who shine bright and show exceptional care.

William Fletcher - Chief Operating Officer

William joined the Happy Futures team in February 2016 as the Operations Director and since September 2020 has been the Chief Operating Officer, responsible for strategic planning and reactive management for the entire Happy Futures service. With a Level 5 qualification from the CIPD in HR Management and a Level 5 qualification from the ILM in Leadership and Management, William is responsible for analysing the day to day running of the business and looks at systems and processes to improve our services and business operations. Ensuring compliance with the CQC and matching our working practices with the key lines of enquiry is a key part of his role. William regularly liaises with the local authority and the NHS on clinical and financial matters and as a member of the CIPD currently working towards his Level 7 qualification in Human Resources Management, he is involved with recruitment, organisational development, succession planning, training & development and anything employment law related.
Lynne Taylor - Operations Director

Well known in the North Yorkshire area for her passion, empowerment and co-production for those with learning disabilities and or mental health needs, Lynne was the Strategic Health Facilitation Lead for North Yorkshire Learning Disabilities from 2009 to 2020 where she led the achievements of the Valuing People health targets and was responsible for developing, monitoring and auditing various initiatives designed to reduce health inequalities for people with learning disabilities across North Yorkshire and York. In October 2020, Lynne joined the Happy Futures team as the Operations Director and with various qualifications in management, leadership and team management, as well as a nursing Diploma from the University of Northumbria, she brings a wealth of knowledge and experience. As the Operations Director, Lynne oversees the day-to-day administrative and operational functions at Happy Futures, provides leadership, line management and supervision of the senior Managers and has a proactive role in new service development and the continuous review of existing service models. She also ensures that the individuals supported by Happy Futures are at the centre of all decision making, that co-production within our quality improvement systems are in place and that Happy Futures as a whole work in partnership with the individuals, their families and staff.

Paula Cooney - Quality and Engagement Lead

Whilst completing her BA Hons degree in Social Sciences from Lancaster University in 2005, Paula joined the Health and Social Care sector as a Support Worker, supporting individuals with mental health needs in a residential setting. She then moved up and became a Childcare Practitioner in 2006 and worked her way up to becoming a Senior Childcare Practitioner, working with young adults and children in a residential setting. In May 2015 Paula joined the Happy Futures team as the Registered Manager for the service, where she oversaw the day-to-day management of the Happy Futures service in Whitby. In 2017 Paula moved up to the senior management team as the Operations Manager and in September 2018 took on the role of Happy Futures Head of Operations, overseeing all support delivery across Happy Futures, ensuring compliance with company policies and procedures and determining hot spots within the business through the Key Performance Indicator protocol system. Since December 2020, Paula has stepped into a new and exciting role as the Quality and Engagement Lead, where she is responsible for ensuring that Happy Futures is consistent in all aspects of quality, that all the Care Quality Commission’s compliance requirements are met, and that meaningful coproduction, engagement and communication are supported throughout the business, involving the individuals, families and other Happy Futures employees.

Dave Wiseman - Finance Manager

After many years serving in the Royal Air Force, Dave attended the University of Hull as a mature student and gained a BTEC HND in Computing. Having held various management and leadership positions throughout his career, he joined the Happy Futures team in 2014 as a Training Coordinator and became the Business Support Manager in late 2015. In February 2018, Dave took on his current role as the Happy Futures Finance Manager and plays a pivotal role in the business side of Happy Futures. His responsibilities include creating and maintaining contracts, overseeing all financial aspects of the business and using his IT experience to create new company systems and documents.
Lucy Fletcher - Chief Finance Officer
After working as a Customer Service Advisor responsible for speaking to vulnerable adults living in social housing regarding rent, repairs and complaints, Lucy joined the Happy Futures team as the Managing Director’s PA in July 2016. After completing her Level 3 qualification in HR Practice from the CIPD and qualifying as a CIA MAPA instructor, Lucy took on her position of Business Support Manager in September 2017 and then became the Chief Finance Officer in October 2020. Even though her role within Happy Futures is varied, she supports the CEO and finance team with invoices, wages and works closely with the accountant, ensuring that monthly budgets are adhered to and that all banking and financial information is up to date and accurate. To supplement her work in finance, Lucy is currently furthering her education and is in the process of completing an accounting qualification from the Association of Accounting Technicians. Since 2017, Lucy has been the lead on the Autism Accreditation, which was awarded in September 2020, and is currently leading Happy Futures towards a future Advance Accreditation.

Matthew Hacking - Finance Administrator
With formal qualifications in business studies, retail banking, business conduct and personal financial services, Matthew worked at HSBC bank as a chief cashier from 2007 until 2017 and since joining the team in July 2018 has brought a wealth of knowledge to the Happy Futures finance office. In his position as the Finance Administrator, Matthew’s responsibilities include completing the day-to-day financial duties for the company, including payroll, invoicing, managing individuals’ finances and overseeing other financial activities within the company. Matthew is also responsible for all staff training and development updates and helps with general administrative duties. He is currently in the process of completing an accounting qualification from the Association of Accounting Technicians.

Luzanne Fletcher - Marketing and Communications Executive
After completing a BA Degree in Communication in 2014, Luzanne started her career at a leading media management organisation, working closely with many government agencies and departments and helping them with media management and marketing activities. At the same time, Luzanne completed her BA Honours Degree in Integrated Organisational Communication and joined the Happy Futures Team in March 2018 in her current role as the Happy Futures Marketing and Communications Executive. Her main responsibilities include developing and implementing communication and marketing campaigns and plans, creating printed marketing material such as brochures and magazines, designing information workbooks for in-house training, producing communication aids and easy read information for individuals, putting together the newsletter, creating posters and social content, updating the website and working with external media partners to create marketing and communication materials for Happy Futures. Luzanne is currently working on various film and web development qualifications, as well as a Master’s Degree in Project Management, to be completed in early 2021.
Minette Keyter - Human Resources Manager

After completing a BA degree in Behavioural Sciences and then a BA Honours degree in Labour Relations in 2015, Minette started her career as an HR Officer at a leading human rights organisation in early 2016. After taking a break from her career and completing a Master’s degree in business and Management from the University of Suffolk, Minette joined the Happy Futures team in January 2020 as the Human Resources Manager. As part of her role, Minette’s responsibilities include coordinating the recruitment process and implementing the onboarding process of new starters, managing employee relations, logging all staff related matters and managing HR related projects, including wellbeing programmes and staff personal development portfolios. She is also involved in many administrative duties, including updating policies and procedures, keeping staff files up to date, completing return to work forms and amending HR related documents and processes. Minette is currently enrolled for a CIPD Level 7 Diploma in Human Resources Management.

Emma Whiteside - Operations Manager

Emma started her career in the Health and Social Care sector in 1995 as a Support Worker and completed her Level 2 qualification in Foundation Management for Care in 1998. Thereafter, in 1999, she became the Registered Manager for a service and worked in the role for over 17 years until 2018, while also completing her Level 3 qualification in Advanced Management for Care, her NVQ Level 4 in Health and Social Care, her NVQ Level 4 qualification in Management and finally a Level 5 Diploma in Leadership and Management from the ILM in 2014. Emma joined the Happy Futures team in September 2018 in her current role as the Operations Manager, where she oversees and manages the daily Happy Futures operations. Her other responsibilities include, but are not limited to, overseeing quality assurance processes, completing audits and reports, attending reviews and meetings and monitoring and promoting compliance with CQC, the local authority and other regulatory services. Emma provides daily support to the entire Happy Futures staff team and is involved in creating and delivering bespoke in-house training on topics such as Safeguarding, the Mental Capacity Act, the deprivation of liberties and food hygiene, while also organising and overseeing student placements from local universities.

Joanne Metcalfe - Registered Manager

Joanne joined the Health and Social Care sector in 1992 as a Support Worker and later became the Deputy Manager and eventually Registered Manager of a successful care home. In January 2016, Joanne joined the Happy Futures team as the Registered Manager and her role and responsibilities include monitoring and promoting compliance with the CQC, local authority and other regulatory services, completing audits and reports, and writing support plans and risk assessments for the individuals supported at Happy Futures. With a Level 5 Diploma from the ILM in Leadership and Management, Joanne is also involved in HR procedures, writes and updates policies and procedures, manages finances and assists with the supervision of Support Workers and Team Leaders. She is also responsible for several health and safety related duties and procedures, attends outcome focused reviews and meetings, provides direct support for Support Workers and looks after Rosie, the Happy Futures companion dog.
Cassie Vasey - Administration Manager

With a Secretarial Studies Certificate from the LCCI, an Advanced Level Apprenticeship in Business Administration and a BTEC Level 3 Diploma in Business Administration, Cassie brings a wealth of knowledge to her position. Since joining the Health and Social Care sector in 2002, Cassie has held secretarial and administrative positions with organisations such as NYCC Health and Adult Services and the NYCC Health and Adult Services Area Management Team. In 2013, she took on the position of Administrative Assistant for the Speech and Language Therapy Team at the Learning Disability Service in Eastfield and soon moved to be the Clinical Team Secretary there in 2014. In 2020, Cassie joined the Happy Futures team as the Administration Manager, where her main focus is the supervision of the administrative processes and procedures. Cassie has a passion for discovering new ways to do tasks and creating efficient administrative systems and uses her skills to support the senior Management team.

Melanie Calvert - Receptionist

With an entire list of qualifications including a BA Honours degree in Combined Languages from the University of Hull, a TEFL qualification from the Leeds Metropolitan University for teaching English as a foreign language and a Level 3 qualification in PTSD counselling from Oplex Careers, Melanie brings a wealth of knowledge to the Happy Futures team. After working as a teacher, translator, proofreader and language assistant in both the UK and in Italy, Melanie joined the Happy Futures team as the Skills Coordinator in August 2018, where she was responsible for planning and leading all events and activities in the Skills Centre. In August 2019 she decided to put her language and administrative skills to work at Happy Futures and has since been the Receptionist at the Skills Centre, where she provides clerical and administrative support to the Administration Manager and the Management Team. She is also responsible for welcoming visitors, dealing with internal and external enquiries, developing new admin systems, organising and archiving documents, completing admin tasks and proofreading documents.

Rhiannon Thompson - Head of PBS

With a passion for people and their behaviour, Rhiannon completed her BSc Honours degree in Evidence Based Nursing for Learning Disabilities from the University of York in 2008 and continued her education by completing a MSC degree in Applied Behavioural Analysis from Teesside University in 2014. While studying, Rhiannon started her professional career in 2008, working as a Community Learning Disability Nurse and eventually in 2017 she became a Community Crisis Intervention Practitioner. During this time, she also completed a Postgraduate Certificate in Teaching & Learning in Professional Practice Positive Behaviour Support from Northumbria University. Rhiannon joined the Happy Futures team in October 2019 and as the Head of Positive Behaviour Support and is responsible for ensuring that Happy Futures is at the forefront of delivering person-centred, positive behavioural and psychological support for people with a learning disability, autism or a mental health issue. At Happy Futures, Rhiannon is responsible for the Active Response Team - a team dedicated to the development and implementation of positive behaviour support strategies, ensuring Happy Futures meets exceptional standards. Rhiannon is also currently completing a qualification to become a board certified Behaviour Analyst, which she hopes to complete in late 2021.
Emily O’Callaghan - PBS Active Response Team Manager

After completing her BA Honours degree in Education and Early Childhood Studies form the Liverpool Hope University in 2014, Emily entered the Health and Social Care Sector in 2015, working first as a Care Assistant and then as a Support Worker in a domiciliary service supporting individuals with learning disabilities. In November 2016 Emily joined the Happy Futures team as a Support Worker and was promoted to a Team Leader in February 2018. In August 2019 Emily took on the new role of Assistant Manager, where her main responsibilities included assisting the Registered Manager and Operations Manager with tasks that require completion, completing medication MAR charts and managing Team Leaders. In October 2020, Emily took on her current role as PBS Active Response Team Manager while completing her Positive Behavioural Support Professional Certificate. She works closely alongside the Head of Positive Behaviour Support and is responsible for the day-to-day delivery of Positive Behaviour Support, overseeing the PBS Active Response Team, MAPA training, inductions, incident management and support and working closely with support teams to ensure support is consistent and of outstanding quality.

Lesley Norris - PBS Active Response Team Manager

Lesley started her career in the Health and Social Care sector as a Support Worker in 2007 after completing her GNVQ qualification in Health and Social Care, and while completing her NVQ Level 2 and 3 qualifications in 2009 and 2010, worked as a senior Support Worker until October 2011. She then took on the responsibility and role of Team Leader while completing her Level 5 Diploma in Leadership and Management and then became a Registered Manager of a service between January 2017 and January 2018. Lesley joined the Happy Futures team in January 2018 and was promoted to a Team Leader position in July of the same year. In January 2019 Lesley took on the position of Operations Assistant, in which she was responsible for completing support schedules, dealing with HR responsibilities such as covering sickness, annual leave requests, organising training, training requests and attending interviews when required. In January 2021, Lesley took on her current role as a PBS Active Response Team Manager. She works closely alongside the Head of Positive Behaviour Support and is responsible for the day-to-day delivery of Positive Behaviour Support, overseeing the PBS Active Response Team, MAPA training, inductions, incident management and support and working closely with support teams to ensure support is consistent and of outstanding quality.

Hayley Pearce - PBS Active Responder

Since joining the Health and Social Care sector, Hayley has worked as both a Support Worker and a Senior Support Worker where she supported vulnerable individuals with complex care needs and was responsible for shift leading, training and competency assessments. She is passionate about promoting independence and community integration and made this one of her focus points throughout her career. Hayley joined the Happy Futures team in January 2021 as a Positive Behaviour Support Active Responder, where she is responsible for the day-to-day support of PBS staff teams, contributing and supporting the development and implementation of PBS plans, supporting the transition of new care packages and providing on-hand support for individuals who may be in crisis due to deterioration in mental health, physical health or behaviour.
Lisa Hamilton - PBS Active Responder

Lisa entered the Health and Social Care sector in 2015, working as an Acting Team Leader in a forensic environment, working with individuals with complex needs and challenging behaviours. She joined the Happy Futures team as a Support Worker in September 2017 and has since completed her NVQ Level 2 and Level 3 qualifications in Health and Social Care, as well as a Level 2 qualification in Mental Health Awareness. In December 2019 Lisa took on the role of Team Leader, where her responsibilities included supporting and mentoring other Support Workers, completing individual and environment audits, conducting staff supervisions and appraisals and inducting new Support Workers. In January 2021 Lisa took on the exciting role of Positive Behaviour Support Active Responder, in which she is responsible for the day-to-day support of PBS staff teams, contributing and supporting the development and implementation of PBS plans, supporting the transition of new care packages and providing on-hand support for individuals who may be in crisis due to deterioration in mental health, physical health or behaviour. Lisa is also currently working towards her Level 5 qualification in Health and Social Care.

Christie Beautyman - PBS Active Responder

After completing her Social Sciences and Humanities qualification in 2017, Christie went on to complete her BSc Degree in Psychology from the University of Hull. On completion of her qualifications, Christie joined the Health and Social Care sector as a Children and Young Person Domestic Abuse Practitioner in 2019, where she was responsible for raising awareness about the effects of domestic abuse, supporting, planning and delivering sessions for parents, carers and young people alleged to have caused or been exposed to harm and for preparing resources for programme delivery, group facilitation and welfare checks. During this time, she also worked as a Mental Health Crisis Support Worker, in which she supported individuals during crisis or distress and promoted mental health wellbeing. Christie joined the Happy Futures team in January 2021 as a Positive Behaviour Support Active Responder, where she is responsible for the day-to-day support of PBS staff teams, contributing and supporting the development and implementation of PBS plans, supporting the transition of new care packages and providing on-hand support for individuals who may be in crisis due to deterioration in mental health, physical health or behaviour.

Christina Fox-Freeman - PBS Active Responder

Christina joined the Health and Social Care sector in 2011 as a Support Worker where she supported individuals with learning disabilities, challenging behaviours, mental health problems, addiction issues, brain injury and forensic backgrounds. In 2016 Christina became the Assistant Manager of a residential home in which she was responsible for the day to day running of a care home tailored for individuals with learning disabilities and mental health needs, planning rotas, assessments, transition preparation, care planning, risk assessments and HR duties such as training, supervisions and payroll. She also completed a foundation course in Makaton in 2017. Christina joined the Happy Futures team in January 2021 as a Positive Behaviour Support Active Responder, where she is responsible for the day-to-day support of PBS staff teams, contributing and supporting the development and implementation of PBS plans, supporting the transition of new care packages and providing on-hand support for individuals who may be in crisis due to deterioration in mental health, physical health or behaviour.
Neil Sutcliffe - Shift Coordinator

Neil joined the Health and Social Care sector in 2007 as a Community Services Peripatetic NVQ Assessor, assessing candidates completing their NVQ Level 2 and 3 qualifications in Health and Social Care. In 2008, he moved on and took on the role of Peripatetic Registered Care Home Manager and in 2013 took over the same role at a different care provider. During this time, Neil completed several relevant qualifications, including a Level 4 in Health and Social Care and another Level 4 in Leadership and Management. Neil joined the Happy Futures team in 2018 as a Support Worker and recently in February 2021 took on the exciting role of Shift Coordinator, where he is responsible for the day-to-day planning and coordination of shift patterns, creating PBS bubbles, and monitoring and managing sickness and annual leave, overtime and other administration duties.

Emma Donnan – Specialist Physical Health and Wellbeing Lead

After completing her Diploma of Higher Education in Adult Nursing from Leeds University, Emma joined the Health and Social Care sector as a staff nurse in 1996 and has since held various nursing positions, including that of Ward Manager and Lead Healthcare Facilitator since. In recent years, Emma discovered her passion for social care along with nursing, and took on the sector as a Health and Social Care Training Manager in 2018 and then as a Services Manager in 2019, managing a service for individuals with complex conditions and learning disabilities. In April 2020 Emma joined the Happy Futures team as a Support Worker and since December 2020 she has been the Specialist Physical Health and Wellbeing Lead, responsible for ensuring all individuals' health and social care needs are met to improve health outcomes, functional status and quality of life. Emma will also act as an external consultant to other care agencies and facilitate a team of clinically trained staff.
WE ARE HIRING!

Start your new career at Happy Futures as a Positive Behaviour Support Worker!

- Support individuals with challenging behaviours, learning disabilities, mental health and complex needs
- Earn a highly competitive salary of up to £28,080 per year
- Receive full training, inductions and guidance
- Enjoy a monthly phone allowance
- Get pension contributions
- Be eligible for discretionary bonuses

Apply now by sending your cv to info@hfss.org.uk

Happy Futures
Support Specialists
Did you know that at Happy Futures, we have over 300 different forms and documents we complete on a daily, weekly or monthly basis, many of them for each individual? Also considering the paperwork we use for staff, training, planning, marketing and all the other things we do, that is a lot of paperwork and in effect, a lot of trees! So, in an effort to reduce our environmental footprint on the world and help build a better future for all of us, Happy Futures has decided to let paper go and jump into the world of digital care planning!

From February, Happy Futures will be implementing Nourish, a care management software that helps Support Workers stay connected, Managers better informed and individuals better cared for. Replacing nearly all the paper forms and documents, the Nourish app is accessible on special Happy Futures iPads and tablets, cutting down on the amount of paper we use, helping the environment and also making documenting everything a whole lot easier! One of the main reasons we have decided to jump on the digital train and move our recording to Nourish is the fact that it is live. The moment something is recorded by a Support Worker on the app, it can immediately be accessed by the appropriate Managers, who can then take appropriate action. Another great feature of Nourish is that it is completely customisable, and we can adapt and change the app to meet the needs of the individuals, our Support Workers and that of the business. This allows Happy Futures to create bespoke and very personalised support plans, filled with details and strategies to better support individuals with everything from teeth brushing to communication preferences! The Nourish app also allows for better, detailed and more accurate record keeping. Within the Nourish app, alerts, reminders and warnings can also be set. This will allow Happy Futures to cascade information to Support Workers, escalate matters of concern, or simply set automatic warnings to help monitor things such as fluid intake. As the app is interactive and live, evidence of alerts, reminders and warnings actioned will be available to Managers to analyse, identify any problems and put the right improvement measures in place. As we provide 24 hour support to many individuals, Support Workers work in shifts to ensure everyone is well rested and ready to provide the best support. This makes handovers especially important, as Support Workers need to know what’s been going on and be informed about changes to the Support Plan, new medication, sickness and other factors that will determine how they can best support the individual. Nourish makes handovers a simple and straightforward process as information is readily available, is focussed, well organised and all in one section specifically for handovers. Although it’s great to record all the fun things individuals have been up to, the healthy food they have been eating and how well they have been doing, record keeping is most importantly there for analysis. Through the app, Managers can pull reports that assist with better care planning and more personalised services. As the app offers complete transparency, Nourish reports can also be used for audits, assessments and as supporting documents during visits from the Care Quality Commission. Nourish will also allow families to be up to date and informed about the support their loved ones are receiving, and with the consent of the individual, will be able to enjoy read-only access to specific information.

With many other amazing features, such as direct messaging, a speech to text function, a clear and user-friendly internal dashboard and by providing a detailed overview of every aspect of an individual’s wellbeing, Nourish is helping us create truly personalised support and Happy Futures is really excited to use this new software to take us another step further in providing top quality support and care.
In 2020 we kicked off the first official Happy Futures Staff Wellbeing Programme and, dare we say, it was a roaring success! We tackled themes like physical health, physical activities, personal care, mental health, summer and sun safety, healthy eating, self-defence and personal safety, stress management, cyber and online security, finances and budgeting and personal goals.

Our HR Manager sent out lots of information, fun facts, games, quizzes and of course, lots of freebies, including alarms, water bottles, hats, sun cream, fleeces, vouchers, sweets and lots of chocolates!
In 2021 we will be continuing the Staff Wellbeing programme and we’ve got some amazing themes lined up for the year.

In January, we started things off with all things NEW, introducing you to our new branding and getting you set up for all the new and exciting things we are planning for the year.

In February we focussed on MENTAL HEALTH, including some amazing easy read resources about depression, a contact information flyer about mental health services and the first blog post on our new website, all about you and your mental health.

In March, the focus will move to the BODY, with Nutrition and Hydration Week from 15 to 21 March. During the month we will be looking at healthy eating and hydration, so look out for nutrition videos, information on how to quit smoking and alcohol, and overall health and wellbeing.

If you have any ideas or suggestions for the Staff Wellbeing Programme, get in touch!
During the festive period we continued our #keepingcreative competition! We have had some fantastic entries, but these are the winners of the competitions we had around Christmas!

- Lucy V won the food face competition!
- Simon won the pumpkin carving competition!
- Anna won the handprint tree competition!
- Stefan won the Christmas coasters competition!
- Aaron K won the wildflower pressing competition!
- Simon won the pine cone bird competition!
- CE won the Christmas tree competition!
Although we couldn’t get together, everyone still had a delicious pancake day at home!
YOU WILL NEED:
- 8 cups fresh, clean snow or crushed ice
- 1/3 cup sugar
- 1 cup milk
- 1 tsp vanilla
- pinch of salt

1. Mix all the ingredients except the snow together in a big bowl and put it in the freezer.

2. Run outside and grab some clean snow, or use a food processor to crush ice cubes into a fine powder. Add it to your milk mixture bit by bit, until you get a fluffy ice cream texture.

3. Scoop it into a bowl, add some sprinkles, pieces of biscuits, chocolate nibs or chocolate sauce to your homemade ice cream and dig in before it melts!
HOW TO MAKE NON-TOXIC ICE PAINT

YOU WILL NEED:
- food colouring
- water
- an ice-cube tray or small pots, such as yogurt pots.

1. Add a few drops of food colouring into your ice-cube tray or yogurt pots. Use primary colours (red, yellow and blue) and mix them to make new, secondary colours.

2. Fill each section of the ice-cube tray or yogurt pot all the way to the top with warm water. Stir it well until the water and food colouring is combined and then place a wooden ice cream stick in each section. Place it in the freezer and leave it to freeze for at least 4 hours, or leave it overnight.

3. Once the water mixture has frozen solid, pop them out a few at a time and start painting. When they get too melted, put them back in the freezer for a few hours and then continue with your artwork!
ALL ABOUT YOU

Ian loves his com aids! Adam enjoying his sweet treat Lucy having fun in town

Julie enjoying a pamper night Simon looking too cool That smile!

Stuart hit a bullseye! Ben with this amazing art Joanne loves to try filters
Stefan working hard on his art
Simon drawing with his new fancy markers

Stefan exploring the local woods
Lucy and the girls out for a fun walk

Stefan and John exploring Whitby
Anna on adventures with Dennis in the woods

Stuart working hard on his art
Simon drawing with his new fancy markers
ALL ABOUT YOU

Aaron exploring in Filey
Holly keeping fit and healthy
Joanne out in her snug coat
Julie showing off her new hair!
Lucy helping Paula with booklets
Adam and Steph scootering
Joanne out at Dalby forest
Simon enjoying a healthy meal
Ian out for a winter walk
ALL ABOUT YOU

Lucy looking lovely with her new hairstyle

Aaron chilling in his front room

Joanne feeding the geese at the Mere

Stefan winning at his driving game

Holly and Cheryl exploring in Whitby

Stuart completing his health questionnaire
WE WANT TO HEAR FROM YOU

Pop in at the Skills Centre at
Unit 1 Cayton Low Road,
Eastfield, Scarborough
North Yorkshire
YO11 3BY

Give us a call on
01723 586633
and speak to one
of our managers or
a member of staff

Check out our website
and learn more about us at
www.happyfutures.net or like
our Facebook Page for updates