

**N:** Andy Rawnsley  
**E:** [andrew.rawnsley@aspirecbs.org.uk](mailto:andrew.rawnsley@aspirecbs.org.uk)  
**A:** Westfield Chambers  
Westfield Business Park  
Lower Wortley Road  
Leeds LS12 4PX

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Hi everyone,

I hope that you and those people close to you are well.

It's certainly been a really a tough year! Throughout the pandemic the Aspire Board, myself and the senior team have been very proud of the way staff at all levels across Aspire have risen to the challenges that have come our way. We have all faced our own personal challenges as covid has impacted on our lives both at work and in our private lives. Your kindness, compassion and determination to keep going is humbling. Thank you.

Everyone has adapted to working in different ways. Individuals and teams have gone above and beyond to help the people we support to stay safe, keep active and remain connected with their family and friends. A good number of you have also volunteered to work in accommodation based services, which in turn has enabled colleagues to shield to help keep themselves or their loved ones safe at home. This has also helped us provide support to people in those services who have not been able to attend our day services.

Whilst there is hope ahead in the shape of one (or more) vaccines, the reality is that life is unlikely to return to anything like pre-Covid days for a long time yet. So, as the festive season approaches, I'd like to just say a massive thank you for everything you have done this year, and will no doubt go on to do in the year ahead.

I hope that you each manage to spend some time with the people who are most important to you over the festive season. For those of you who will be working, particularly on the main celebration days, you have my thanks and my respect. For those of you who are having a break, I wish you a well-deserved rest.

All the best to you and yours



**Andy Rawnsley**  
**Chief Executive**

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