



27th March 2020

Dear Colleagues,

I wanted to start by extending my sincere thanks and gratitude to you all for your continued efforts at this time. This week has seen a heroic effort by our staff, management and leadership teams to plan how we keep our services and staff safe and operating in the coming weeks as the virus pandemic reaches its expected peak.

As a CareTech family we have the privilege to educate, care and support some of the most vulnerable individuals in society. I have no doubt in the weeks ahead our organisational values will guide how we conduct ourselves, that we will continue to do our best for our service users, support each other, think innovatively to address the challenges ahead, and above all remain optimistic about the future. The experiences of Covid-19, however bruising, will bring the best out of us. In the meantime, we all need to remain flexible so to best support our service users and each other and may involve some working outside of usual roles.

Times such as these are also an opportunity for us to reflect on how we carry out our business. Colleagues in our support services will be getting used to working remotely, whilst those in front line services will be considering how we educate and engage students and service users with stimulating activities through electronic platforms. Please do use this opportunity as teams to think creatively in keeping with our can-do ethos and willingness to learn and improve.

I have been considering how we can best support and help you, our colleagues, at this time. This week we have reviewed how we assist those self-isolating and in economically vulnerable circumstances. In the coming days we will provide further details around the support that will be available, including information on a CareTech Emergency Fund to be available to staff and service users facing particular hardship during this pandemic. Alongside this, the CareTech Charitable Foundation has confirmed its small grants streams are operational at this time and the Foundation is doing all it can to respond swiftly in processing applications. I would remind you that support is available for CareTech staff facing significant financial hardship; this can be applied through the Foundation's Staff Hardship Fund <https://www.caretechfoundation.org.uk/staff-hardship-fund/>

Finally on an upbeat note, I took the time last night, like many of you, to open the front door of my house and applaud, to applaud you and our emergency services. I hope you heard me, if not I will do better tonight and every night. You are in my thoughts, thank you and for all that you continue to do.

With kind regards

Haroon

Haroon Rashid Sheikh
Chief Executive Officer

Extraordinary days every day