



Helping people with disadvantages to achieve independence through employment  
Rhoi help llaw i bobl dan anfantaits ddod yn annibynnol drwy weithio

## AGORIAD LEADER



**Dave Austin**  
Agoriad Trustee

## Social Enterprise Taking matters into our own hands

In the time I have been with Agoriad there has been a constant drive to develop and grow our own income generation projects, and move into a position where we have the ability to raise funds from profit making activities, and use our own facilities for training and development for Agoriad Clients.

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# THE PHILLIP CASE AWARDS 2010



Picture shows Tom presenting Sean Thomas with his certificate at the recent Phillip Case Award Ceremony held at the Celtic Royal Hotel, Caernarfon.

“When we started Agoriad one of the founder members and trustee was Phillip Case. He was a tireless worker for disadvantaged people a very good friend and it was a privilege to work alongside him.

Very unfortunately we lost Phillip due to an untimely accident and whilst sorely missed we take great care to remember him at our annual awards ceremony that now bears his name.

This year it has given us all here at Agoriad great pleasure to see so many improving their place in the community and our team takes great credit for providing the care and trust that develops confidence for disadvantaged people to move on with fulfilling lives. Thanks also to so many businesses and organisations throughout North Wales for providing deserving people with real opportunities in the work place.”

**Tom Jones, Chairman**

## Social Enterprise *Taking matters into our own hands*

Social Enterprise is the ideal vehicle for us to realise this ambition, and we are very fortunate to have three current businesses, Caffi Coed-y-Brenin, Llys Llewelyn and Dŵr Cerist. All three are at different stages of development as we seek to grow the businesses and increase not only financial contribution towards increasing our efforts for our clients but also client development, opportunity and employment.

Historically we have been very successful in finding employment and placements for our clients and here we must always recognise the excellent support of businesses in North Wales. Having our own enterprises means we can develop clients over longer periods with the opportunity of creating a more permanent arrangement and help them gain experience and skills from working in the Social Enterprise projects, helping them to offer real job contribution to employers when seeking employment outside of Agoriad.

Agoriad's Social Enterprise programme also allows us to place additional clients who are on other training schemes into an environment where they can receive a very structured and supported development programme. Team work across all areas of Agoriad is crucial to the continued success of the organisation, from both the clients' and Agoriad's perspective, and something that is appreciated by our staff, clients and business friends.

So let's look at the three Social Enterprise projects:

**Caffi Coed-y-Brenin:** Situated in Bethesda, the Caffi has been established for 25 years. Originally a separate charitable organisation, Caffi Coed was taken over by Agoriad some three years

ago in a rather neglected state. We have undertaken some serious upgrading of the property and it is now a very well-equipped and refitted on both ground and first floor. Opening hours and operation of the Caffi are being reviewed as we seek to offer a wider range of food with extended opening hours. Clients currently working there are thrilled by the change, and the improved nature of the premises is drawing more customers in. Apart from the obvious nature of the Caffi, outside catering is a growing part of the business together with the specialist cakes for all occasions. In the near future we will be opening for two nights a week as a restaurant, to attract local people as there are very limited local facilities of this nature.

**Llys Llewelyn Tea Rooms:** A couple of years ago we were approached to take over the management of what at the time was a non-profit making café at Aberffraw. Naturally keen to consider any opportunity our interest led us to the position we are in today as a lease holder of the premises and owning the business. Like Caffi Coed-y-Brenin this is also a café, but situated on the island of Anglesey as part of a heritage site. The café is developing into a successful business, and similarly continues to develop outside catering and evening events which are proving to be very popular along with the local passing trade it is attracting.

**Dŵr Cerist:** Our most recent enterprise commenced in January 2009 and this project is certainly proving to be a challenge. Dŵr Cerist is a water-bottling operation situated in Dinas Mawddwy. We have a licence to extract 4 million litres of what is very pure natural mineral water. Although the business has been

established for some years, it had been neglected and requires a lot of work to take it into a profit making position. Our first year has seen us set the business on a sound footing, creating the right working environment and develop our customer base. We are now moving into the second year of trading and looking to move to the next level.

At this time we have a total of 21 clients working in the above enterprises, and as local organisations they contribute to the local economies and provide services for those communities.

Teamwork is a big factor as we develop the success of our Social Enterprise projects and this is evident as all elements of Agoriad work together and support each other both in relation to client development and business opportunities. Staff have also shown the ability to be flexible and agile as they move and work between the different businesses.

In my opinion we have made significant progress in recent years by keeping an open mind when opportunities arose and being prepared to diversify by taking matters into our own hands. Our Social Enterprise offer us an excellent springboard into the future for Agoriad and in doing so ensure that we will be in a position to achieve our principal objectives—supporting people into the community by providing the opportunity to develop and obtain employment.

There is still an awful lot to be done around these and any future enterprise, but I am extremely proud of what Agoriad has achieved so far, which is the result of a lot of hard work and commitment by everyone involved.

# ACCESS TO AGORIAD PROVES A SUCCESS FOR ANTHONY

Anthony started with the Agoriad Pathways to Work Programme in July 2009 as he was claiming Employment and Support Allowance. Anthony had previously worked at Siemens Healthcare and had left during a period of time when his Bi Polar health condition had deteriorated.

As his Agoriad advisor Sarah Roberts arranged monthly meetings to discuss ways of progressing back to the workplace and support that is available to him. They discussed the options available to him including the series of regular confidential meetings and an intervention from the A4E Occupational Support Coach in the form of one to one occupational advice and guidance, in addition to advice from his GP.

Anthony elected to re-enter employment through the voluntary route using the support of the Work Preparation programme. Sarah and Anthony identified a list of employers who offered employment which would utilise his biomedical skills, one of which was MBCC in Mentec, Bangor. Brian Egan at MBCC was very welcoming and supportive of Anthony and fully recognized his potential capabilities and that he would need to build up stamina in the workplace. From day one Brian told Anthony that he should consider himself as an employee of MBCC which immediately gave Anthony confidence that his skills would be recognized and appreciated. By attending for a couple of days at first, Anthony build up the number of employment days and by Christmas 2009 was offered a full time remunerated job at MBCC. The Workstep programme in Agoriad continues the support for Anthony by offering a subsidy and regular meetings to review and fully unsupported employment is a matter of months away. Anthony says "The support from Agoriad has been



*"In many ways, my life in 2010 is more settled than at any point in the last 10 years. I have Agoriad and Brian to thank for that." - Anthony Cope (right) and MBCC Manager Brian Egan.*

invaluable in getting me back to work, after a very difficult period in my life. The full programme got me back on my feet, supported my work-search and return to fulltime employment. The process showed me that there is life after diagnosis and that although your life has changed it doesn't have to be for the worse. I have been helped to regain my own life and to integrate my condition into it. In many ways, my life in 2010 is more settled than at any point in the last 10 years. I have Agoriad and Brian to thank for that".

Brian supported these comments "Anthony has shown strength and resilience in adapting and managing his condition and has shown he can compete in a work environment along with any other employee."

Sarah is delighted for Anthony that the three Agoriad programmes he has accessed has resulted in him gaining a full time paid job with an employer who believes in him and recognizes his transferable skills in his specialist field of expertise.

## OPEN DAY • FRIDAY 25th JUNE 2010 • 12 - 3pm



Come and see how we bottle the purest mineral water from our spring at Llawr Cae, Dinas Mawddwy and taste the wonderful water of Snowdonia.

You are all welcome and we're looking forward to seeing you!

Directions: Take the A470 south from Dolgellau signposted Welshpool for 7 miles. Having gone over the mountain pass, as the road levels out at the bottom of the hill Dŵr Cerist is on the right hand side, 100m from the road. Lower down from the entrance on the left there is a lay-by with a telephone kiosk. The village of Dinas Mawddwy is 3 miles south of Dŵr Cerist.

Please do not rely on your Sat Nav!

### CCI Legal, Penrhyndeudraeth

*The award presented to Elaine Orr by Mick Barlow, a Trustee and Director of Agoriad.*

CCI LEGAL PENRHYNDEUDRAETH HAS PROVED to be an excellent local employer for providing work opportunities to Agoriad's clients. The company initially provides clients with a 30 day administrative work placement through Work Preparation, during which they gain valuable experience in all types of office work. According to Gwenan Chartres, Agoriad's Employment Officer, "CCI Legal is very supportive in giving clients time to see how the company works. The opportunities they offer them are excellent; they work in an environment that is relaxing and very understanding towards their needs".



CCI currently employs Llion Jones and Philip Power through the support of Agoriad's Workstep programme. Both are employed in administrative roles and are seen as valuable members of the team by the management and other members of staff. Throughout their employment with CCI Legal, Llion and Phillip have received ongoing mentoring support from work colleagues, which enabled both to settle quickly into their roles with the company, and also to carry out their duties effectively.

### Somerfield's, Chester

*The award presented to Brian Blythin by Brace Griffiths.*



THE SOMERFIELD STORE IN CHESTER provided Gareth Morrison with a 30 day work placement through the Work Preparation Programme. The support went as far as putting a 'work buddy' (at the expense of the company) to work alongside Gareth so that he could learn and understand what was expected of him within his role. This helped Gareth to gain a lot of confidence and self belief.

At the end of the 30 day work placement Gareth was offered paid employment through the support of Workstep. The ongoing support that is provided by the store has enabled Gareth to continue to grow and develop within his role.

Gareth enjoys the fact that he has been made to feel welcome by both the management and staff and he also feels at ease working as part of the team.

The manager Barry Blythin has stated that he would be happy to give opportunities to other clients from Agoriad. He has even contacted other managers of Somerfield to encourage them to recruit clients from Agoriad.

### The Denbighshire Disability Forum

*The award presented to Marie Dawson by Brace Griffiths, a Trustee and Director of Agoriad.*



THE DENBIGHSHIRE DISABILITY FORUM HAS proved to be an excellent stepping stone for many of Agoriad's clients; initially, they are offered a 30 day work placement through Work Preparation. Three former Agoriad clients, Katie Holmes, Rosalind Price and John Hadrill are now employed by the Forum through the support of Workstep, whilst many others have since progressed to employment with other employers. The manager Marie Dyson and her team are seen as an excellent organisation for empowering people with disabilities to achieve their full potential.

Gareth Roberts, an Employment Officer from Agoriad, has built a strong working relationship between Agoriad and the Forum. According to Gareth, "Since attending the Forum, the transformation in some of the clients has been incredible. They have improved their knowledge and skills. They have been taught good habits about the workplace and they have improved their self esteem and confidence; and they have all made new friends".

### The Royal Victoria Hotel, Llanberis

*The award presented to Anne Owen by Gill Richards, a Trustee and Director of Agoriad.*

ROBIN SUTHERLAND IS EMPLOYED AS a Kitchen Assistant at the Royal Victoria Hotel. Robin has a learning disability and finds it difficult to retain information; he also has difficulty in communicating his thoughts to people. You would imagine that this would create problems in a busy working kitchen; however Robin receives outstanding ongoing support from Peter Hazlehurst the Head Chef and his team of staff to ensure that he is able to carry out his duties effectively and as a valued member of the team. Instructions are given to Robin in a way that he feels comfortable with and in a way he can fully understand.



### I J Hughes & G Hughes, Tŷ Mawr, Llanbeulan

*The award presented to Mrs Hughes by Gill Richards.*



I J HUGHES & G HUGHES are agricultural contractors, also involved in the recycling industry. The recycling division of the business currently employs Dylan Roberts and Dafydd Davies through the support of Agoriad's Workstep programme. According to Bethan Hughes, Agoriad's Employment Officer, "John Hughes the co-owner of the company is very supportive of Dylan and Dafydd; he has shown a lot of patience in personally training them to a standard he feels happy with. This has been very time consuming for the company because Dylan in particular has difficulty in retaining information". During the last twelve months Dylan and Dafydd, at the expense of the company have attended numerous training courses to develop their knowledge of recycling.

It is a credit to John Hughes that he has shown so much patience and understanding towards Dylan's needs and requirements and indeed, his willingness to provide employment to Dafydd when he was referred to Agoriad.

## Berwyn Bakery

*Geraint Jones (left) received the award for Berwyn Bakery, accompanied by Garry Parry.*



BERWYN BAKERY CURRENTLY EMPLOYS ANDREW EDWARDS and Garry Parry through the support of Workstep. Andrew, who is profoundly deaf, has been employed since 2002. The support provided by the company to Andrew throughout his employment has been exceptional, not only looking after him as an employee, but also his personal well-being. The staff are very supportive of Andrew and they ensure that he is included in social activities that are arranged outside working hours.

The company is very family orientated; evidence of this is seen with the employment of Garry Parry, who was given an opportunity by the company even though he had no experience in the type of work that is carried out at the bakery. The company provided Garry with intensive training and mentoring so that he could quickly learn his duties. Garry has a young family to look after, and

the company have gone out of their way to help Garry with his parenting responsibilities by working around him with school times, highlighting the exceptional care the company shows towards their employees. Gwenan Charters, Employment Officer from Agoriad says, "Every time I go to review Andrew and Garry, I receive a very warm welcome from all the staff; it is a pleasure to work alongside them".

## Hy-Mark Ltd, Wrexham

*The award presented to Valarie Digby and Jack Yates by Dave Austin. Phillip is in the centre of our photograph.*

PHILLIP GILPIN WAS EMPLOYED AS a full time process operator with Hy-Mark in Wrexham prior to a road accident in November 2004.

His employment had only commenced a month prior to the accident. But the support and care shown by the company during Phillip's recovery has been outstanding and a credit to the company. During a period of 5 years, the period following Phillip's accident and the date he returned to work, Jean Hughes from the H.R. department of the company kept in regular contact with Phillip. She assisted him with benefit related issues, involved social services and provided him with ongoing support and mentoring, throughout the period of his recovery.

The accident has had an effect on Phillip's memory and he has now little use of one arm. However the company reassured Phillip throughout his recovery that there would be a job for him once he felt strong enough to return to work.

Hy-Mark recognised that Phillip could not return to his previous duties and therefore created a job for him as a quality assistant, supported by Agoriad's Workstep programme. Hy-Mark has shown outstanding support to Phillip over an extended period of time and is a truly exceptional recipient of a Phillip Case Award.



## Fairhaven Christian Hotel, Llandudno

*The award presented to Mr and Mrs Hammond by Dave Austin, a Trustee and Director of Agoriad. Melanie is in the centre of our photograph.*

MELANIE SHEARD HAS BEEN EMPLOYED in a housekeeping role with the Fairhaven Christian Hotel through the support of Workstep. Throughout her employment with the Hotel, Melanie has contributed much to the smooth running of the hotel and carries out her duties such as cleaning and waitressing very effectively. The employers have also helped Melanie to develop within her role; she has attended cookery classes at a local college, and has passed an NVQ in house keeping.



In addition, Paula Hammond, the co-owner of the Hotel, provided Melanie with financial advice and helped her secure a mortgage so that she could buy her own apartment.

## Peacocks Store, Caernarfon

RICHARD BAXTER WAS INITIALLY REFERRED to Agoriad on to our Work Preparation Programme. Richard last worked some 18 years ago when he attended a youth training scheme. Jennifer Isaac, Agoriad's Employment Officer, secured a 30 day work placement for Richard with Peacocks in Caernarfon.

Sharon Richardson (the manager) of Peacocks stated "Richard worked really well during his placement and he got on with all staff members; he undertook his duties exceptionally well".

Richard was offered employment by Peacocks through the support of Workstep. This is a remarkable achievement for Richard, given that he had been unemployed for over 18 years. He is working in an environment where he feels comfortable and receives excellent support from the management, shop floor workers and delivery drivers alike. He is extremely happy working in the store and is continually learning new skills.

*The Peacocks Store of Caernarfon is a very worthy winner of the Phillip Case Award.*

**The Phillip Case Awards**  
Presented at the  
**2010 Celtic Royal Hotel, Caernarfon**

**During the Award Ceremony Tom Jones, Agoriad's Chairman, presented certificates for First Aid and OCN Catering to members of the Agoriad teams from Dŵr Cerist and Caffi Coed-y-Brenin**



*Tom Jones presenting Michele Morgan with her certificate.*



*Michelle Morgan, Phillip Breen, Hannah Morris, Christopher Jones, Bethan Jones, Sean Thomas, Linda White and Edwin Williams - well done!*



*Sue Kent (external verifier North and Mid Wales) presented City & Guilds Adult literacy and numeracy and Asdan Workright certificates. Our picture shows Sue presenting Mark Rosstron with his certificate.*



*Back row: Mark Rosstron, Jamie Humphreys, Sue Kent, Siân Fflur Jones  
Front row: Sabrina Mullins, Bethan Jones, Aaron Fleming, Sarah Haf Jones.*

# WORKING TOGETHER

We were very pleased to present a Phillip Case Award to the Forum this year for its marvellous work and the way it helps our work here at Agoriad; we are delighted to have these extra words of support from Rosalind and Katie.

Our picture shows Rosalind Price (left) and Katie Holmes receiving a cheque from the Rhyl Fire Services from the Mayor, Mr Glyn Pickering, on behalf of the Denbighshire Disability Forum.



I would like to introduce myself, my name is Rosalind Price and I am a housewife and mother of four grown up children.

The past two years I have completed six courses at Deeside College which were administration and accounts, this enabled me to go on a work placement with Denbighshire Disability Forum.

When I decided to go back to work I found it very hard to get back into the work place as I was suffering from bad health at the time so I decided to contact the job centre, they were very helpful and put me in touch with Angela Roberts the disability Employment Adviser, who then referred me to Agoriad.

Agoriad introduced me to Marie Dyson at the

forum and I was soon on a placement which lasted 30 days.

Gareth Roberts the employment officer for Agoriad enquired from Marie if there was future work at the forum and said she was very pleased with the way my placement had gone. I was offered the post of Information Officer as a one year contract, which I have had renewed for a further year with a new title... Training Co-ordinator.

I have enjoyed working alongside the staff and volunteers at the Forum and since working here I have completed a first aid course with the Red Cross and three training courses with Denbighshire Voluntary Services Council.

Rosalind Price

My name is Katie I am 20 years old, when I was 18 I felt that I wanted to start employment so I went to my local job centre and they put me in touch with Angela Roberts the disability officer in Connah's Quay Job Centre. When I met Angela and told her that I was interested in trying to find a job she said that she would get me in contact with Agoriad Cyf in Bangor as an organisation that helps people with a disability start work.

A few days later I met Gareth Roberts an employment officer, he explained to me there was a 30 day course called Work Preparation and at the end of the 30 days if there was an opportunity for paid work which is called Work Step, Agoriad pay a percentage of the wages. Gareth asked me what kind of work I would be

interested in, I said that I would like to work with children. Gareth arranged placement at a nursery to start my Work Preparation, after a while I decided that working with children wasn't for me, so I mentioned to Gareth that I would like to try office work.

Gareth then found me a Work Preparation course at Denbighshire Disability Forum, I felt within a few weeks that I felt very comfortable and that I was gaining more confidence. Near the end of my Work Preparation I was offered a Work Step which is a contract of 12 months.

I really enjoy working here and I have gained a lot of confidence with all aspects of office work I am also completing my Level 1 in Business and Administration while working here.

Katie Holmes

# COMPUTER AND THE INTERNET FRIEND OR FOE?

Do you know someone who is filled with dread at the thought of using a computer? Are you not getting the advantages of using the Internet?

We can make life much easier with a friendly and helpful new course. You have a chance to gain a City & Guilds Certificate in Start IT; it's an entry level qualification which is suitable for beginners and clients who have no previous knowledge of computers.

The course helps individuals to build confidence in using computers and explains the basic functions of a computer. In addition an introduction to computer hardware, software packages provides an excellent starting point for developing and expanding computer based skills.

Agoriad's experienced staff are friendly and approachable. To ensure everyone benefits fully from the course the class sizes are kept to a minimum. In this relaxed and friendly environment it is the intention of the course to increase not only the clients' knowledge but also their confidence in using a computer, and to give them the base on which to build further qualifications if they so choose.

The course is presently offered at our Bangor, Pwllheli and Dolgellau sites. For more information contact Robyn on 01248 361392 or e-mail at [robyn@agoriad.org.uk](mailto:robyn@agoriad.org.uk)



Here's what people are saying:

*"I was terrified but the teacher put me at ease immediately"*

*"Very enjoyable"*

*"Why was I so afraid?"*

*"I didn't even know how to turn on a computer; I have much more confidence now"*



Cerist water is clear and pure natural mineral water from the home of the legendary Welsh Princes... the remote and beautiful mountains of Snowdonia.

Cerist is the true taste of the mountains from a source unchanged over thousands of years.

dŵr mwynol naturiol



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find out more at  
[www.dwrCerist.com](http://www.dwrCerist.com)



There's so much to find out on our website

Check out all the courses and the ways we can help

www.agoriad.org.uk



www.agoriad.org.uk

# WELCOME NEW FACES AT OUR ABERFFAW CAFÉ

Linda Austin and her team are pleased to have gained two new members of staff in the Llys Llewelyn Tea Rooms - Bronwen Owen and Siân Parry. The team are looking forward to a very busy summer with many walkers stopping by for sustenance as they return from their leg of the famous Circular Walk.

Llys Llewelyn has become a regular venue for Club meetings and parties for Aberffraw Football Team which made the League Cup Final on May 16th 2010 against Caernarfon Town in the North Gwynedd and Anglesey Division One League.

In addition to serving their extensive menu to Visitors to the village, the Tea Rooms supply regular buffets for Premier First Aid (based at Trac Môn, Tŷ Croes), cater for Home Safety Fayres with the Police and Fire Brigade at various sites on Anglesey and have seen a great upturn in sales of Speciality Celebration Cakes.

Linda has just completed a Personal Licence Course which enables her to sell alcohol on the premises and also gained her certificate for IOSH - Institutional Occupation Safety and Health.

*Well done everyone!*



Siân Parry (left), Linda and Bronwen Owen at Llys Llewelyn.



## A LIFT UP FOR SIÔN

Having commenced with Agoriad as part of the Dwyfor Skill Build group, it is pleasing to see the ongoing development of Siôn Griffiths of Myntho who is employed by the Wynnstay Group at their store in Penygroeslon with the assistance of the Work Step scheme.

Siôn first came into contact with the store through a work placement when the store was run through the Eifionydd Farmers group. The placement proved successful, with Siôn developing his range of skills within the workplace. One specific request made by the host company was that Siôn be put through the 'Fork Lift Truck Operating Course' which would lead to the strong chance of future employment through Work Step.

Agoriad took this on board and with the assistance of Myrick Training Services, Siôn successfully obtained the above qualification and received the offer of employment through the Work Step provision.

A notable change for Siôn came when the Eifionydd Farmers group was recently taken over by the Wynnstay Group. In the short term this has not unduly altered Siôn's day to day role. However, in the future, Wynnstay is looking to develop Siôn's role within the workplace by increasing his level of responsibility as well as developing the range of duties he carries out.

Through the assistance of the Work Step scheme, Agoriad will be available to play a part in Siôn's ongoing vocational development in a workplace which he thoroughly enjoys attending and with whose customers and colleagues alike he remains a popular employee.



## CAFFI COED-Y-BRENIN

*It's a great place to spend a little time and enjoy coffee, snacks, meals and marvellous cakes.*

Opening hours :  
Monday - Friday 9am to 3pm

Serving the people of Bethesda for 25 years

Newly refurbished with a bright and airy decor

Function Room/Conference facilities above the café

Large range of snacks, meals and cakes to eat in or take away

'Main Course and Dessert' Special every Thursday - £5 per person

£1 off main meals for OAP's

Special meals for Children

'Breakfast' served all day

Buffets in the café or delivered to a venue of your choice

Superb Celebration cakes made on the premises

## CAFFI COED-Y-BRENIN

2 Victoria Place, Bethesda,  
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telephone: 01248 602550  
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*We enjoy looking after you!*

www.cafficoed-y-brenin.org.uk

THE LLYS LLEWELYN  
TEAROOMS ALWAYS HAVE THE  
TEMPTING SMELL OF THEIR

# Famous Bara Brith

1lb 2oz Margarine (plus a little  
extra for greasing the tins)

1lb 2oz soft brown Sugar

2lb mixed Dried Fruit

1 pint of Milk

4 lightly beaten Eggs

2lb Plain Flour (sieved)

2 teaspoons Bicarbonate of Soda  
(sieved)

2 teaspoons Mixed Spice (sieved)  
(Makes three loaves)



## Instructions:

Place the margarine, sugar, dried fruit and milk into a large saucepan. Stir together and bring to the boil. Simmer for 5 minutes and then take off the heat and leave to cool (about ½ an hour).

When cool, add the eggs and stir. Then add the sieved flour, bicarbonate of soda and mixed spice and stir until all ingredients are mixed together.

Grease 3 x 1lb loaf tins and line with greaseproof paper. Divide mixture equally between the three tins and bake in the oven for 1½ hours (150°C / 300°F for fan oven, 170°C / 325°C for normal oven or Gas Mark 3). Make sure that the tops do not get overcooked (if they are looking too well done, cover loosely with foil).

Leave in tins to cool. Why not freeze them for later or give them as special gifts - if they last that long!!!

Are you finding difficulty in getting employment opportunities, or are you an employer looking to fill a position and willing to offer a work placement opportunity? Please call us to arrange for one of our Employment Officers to contact you.



01248 361392



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