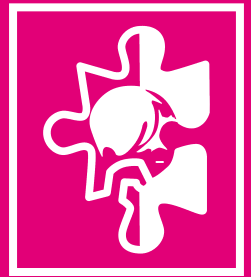


# Autism Anglia

Formerly The Essex Autistic Society, NACHA & The Norfolk Autistic Society



## newsletter

issue No 20 spring 2010

### Autism Anglia celebrates Staff Achievements



Employees of Autism Anglia in Essex who have completed internal and external qualifications over the past two years have been recognised at a celebratory awards evening.

Care Staff, Registered Managers, Team Leaders and Administration Staff who have worked hard to achieve qualifications were presented with their certificates by the Charity's Chairman John Sparkes and Chief Executive Clive Stobbs.

The awards, which include NVQ Levels 2-4, Team Leading, Learning Disability Qualifications and the BILD qualification 'Supporting People with an Autistic Spectrum Condition', were presented to around 40 members of staff at the Holiday Inn, Colchester.

Autism Anglia prides itself on the skills of its workforce and considers ongoing staff training to be one of its greatest strengths.

John Sparkes said "The evening is a wonderful opportunity to congratulate staff who have worked so hard to achieve an award, and for the organisation to express its appreciation for their commitment and dedication."

A similar event for staff in Norfolk is being planned for the future.

### World Autism Awareness Day 2010

World Autism Awareness Day takes place on 2nd April 2010 and in the UK a number of autism charities, including Autism Anglia, have again joined forces to recognise, raise awareness of and celebrate World Autism Awareness Day and 'stand up for autism'.



Each organisation will be holding events to mark the day, and together we have created a website [www.waad.org.uk](http://www.waad.org.uk). Here a new gallery has been opened for 2010 where individuals can upload photos of themselves or a loved one standing up for autism. There are also links to various video clips on YouTube. Please visit the website and add your voice to World Autism Awareness Day.

In Norfolk, Cinema City will be screening the film Snowcave on Sunday 4th April at 5.30pm. This 2006 film stars Sigourney Weaver as a woman living with autism and the effect it has on those around her. For more information about Cinema City and its autism-friendly screenings; see the details on the back page.

### What's Inside...

**Interview with James Forder**  
**Family Support Corner**  
**Updates from all our Services**  
**Fundraising News**  
**'Adam' DVD**  
**and lots more...**

## Doucecroft School

### Partnership with Writtle College

Some of our post-16 students from Eight Ash Green and Kelvedon attend Writtle College, with support, for one day each week and attend horticulture and woodwork courses. A recent article in the college's magazine 'Arena' has highlighted the work of our students as last term they undertook to build 37 specially designed greenhouse benches needed for strawberry trials.

Writtle College students then used the benches to support grow bags containing the strawberry plants, which could be top fed and micro irrigated. Paul Hill, who is the Special Schools Co-ordinator at Writtle said "The project provided the Doucecroft students with an excellent vocational experience, and taught them meaningful woodwork skills."

This year for the first time, Writtle has introduced a new degree subject entitled 'Therapeutic Horticulture', and the college is keen for the degree students to observe and hopefully work with some of our students. We see this as a positive move forward which could further enhance the experience of our students at Writtle College.

*Kathy Cranmer – Head Teacher*

### Doucecroft FE classrooms officially open!

On 19th February we were proud to officially open the two newly built Further Education classrooms at Doucecroft School in Eight Ash Green.



*Christopher P declares the new classrooms open*

Former student Christopher P was invited to cut the ribbon as he was the first of Doucecroft's students to benefit from the school having a separate FE provision back in 1999.

Thanks to everyone who sponsored a brick in our recent campaign, and helped to raise £3,500 towards the classrooms!

## FE Dept

We were sorry to say goodbye to our Secretary **Toni Fay** in January, but would like to welcome new Secretary **Michala (Kay) Pennick** to the FE Dept.



*Kay Pennick*

Our summer residential trip this year is currently being planned, and because the students' final project will be based on the Tudors and Tudor life, our chosen destination is the Mildenhall Tudor Barn in Suffolk. Here students can take part in activities such as historic re-enactments, ecology workshops, treasure hunts, and sports such as cycling, tennis and

croquet. The students will also have the opportunity to camp Tudor-style in the fabulous barn, and eat at Tudor banquets, all of which will complement their studies this year.

Thanks go to the **Tesco Charity Trust** whose Community Awards Scheme has donated £2,000 towards the trip!

The new Training Kitchen should be completed during the Easter holidays and we will be holding an official opening ceremony some time in the summer.

We would like to thank **Grants SEAT** for helping us purchase a brand new Wii console for our students.

*Barbara Morrison – FE Dept Manager*

## Family Support Corner

First may we welcome **Anne Ebbage** to the Family Support Team in Norfolk. Anne is the Norfolk Family Services Co-ordinator and is representing Autism Anglia on a number of boards including the Autism Steering Group. She has made strong links with Norfolk Police and is a great asset to Autism Anglia.



*Anne Ebbage*

We would like to congratulate Clare Walker on being appointed Deputy Family Support Officer from January 2010.

Both the Essex and Norfolk Family Support teams are again seeing an increase in the number of people contacting us for assistance and advice.

Clare, Ruth, Katie, Lindsey and Helen all attended a two day conference on autism in Bournemouth late last year, which they found extremely useful and interesting. Presentations were given (by Michelle Garcia Winner and Carol Gray), on strategies such as social stories (which can help with communication) to assist individuals with social thinking on the Autistic Spectrum. The team has returned with better knowledge and understanding to help individuals and families.

Jo has given presentations to Essex Police and to the Southend and Harlow Victim Support teams. These were arranged through contacts made with Essex Police.

We are pleased to say that we have recently been awarded some funding from Essex County Council's **Local Priority Fund**. We would also like to thank the **Bank of England** for its recent donation towards our work!

Unfortunately a recent application to Children in Need was unsuccessful, but we are helping the Fundraising team with an application to the National Lottery to support our work.

*From all in Family Support*

## Community Support News

It has been a very busy time for Community Support with all houses enjoying a very merry Christmas. Both Egerton Green and Kildermorie hosted successful celebratory parties, and Berechurch Hall Road provided the annual Halloween get together.



*Raymund with Emma at the Disney Christmas Party*

Sadly Community Support has said goodbye to Jenny Senior and Denise Harvey who will be moving on to new adventures.

Congratulations to Sam C, Robert D and Harry F on reaching the ripe old age of 21!

Beacon Way are looking forward to welcoming their next two service users within the next couple of months.

Finally I would like to say how proud Kerry and I were at the Staff Awards Evening to see everyone collect their well deserved certificates. Well done everyone!

After much deliberation, Kerry and I will soon be leaving Autism Anglia to pursue other ventures. It is with sadness that we leave you all but we anticipate that Community Support will continue to grow.

*Terry Webster – Community Support Manager*

Claire D produced a picture at college and her tutor felt it was so good it deserved to be seen by everyone! Here is Claire in Colchester Library standing beside the display cabinet containing her drawing.



**Well done Claire!**

## Jigsaw Update

We would like to thank corporate supporters **Grants SEAT** dealership of Braintree, who have donated £500 to pay for a new interactive touch screen at the Jigsaw Study Centre. Darren and Katie Williams came along to present the cheque, and were able to see the screen in action in the IT suite, as well as enjoy a tour of the centre.



*Katie from Grants SEAT presents their cheque to Simon Beevers, IT Instructor*

The touch screen enables access to IT programmes and use of the internet, which for some students would otherwise be inaccessible.

Our Woodwork department is now in need of a new lathe for woodcraft sessions. The fundraising target is £500. If anyone can help us to reach this target, please contact the Fundraising team on 01206 577678 or email [fundraising@autism-anglia.org.uk](mailto:fundraising@autism-anglia.org.uk).

## Run for Autism Anglia!

If you are feeling energetic and would like to raise some funds for your favourite charity, several running challenges are being held in the region during the summer!



*Russell Smith*

The **Sudbury Fun Run** takes place at 9.15am on Good Friday 2nd April (which also happens to be World Autism Awareness Day!) A walk on the same course is also being held just afterwards. To enter the race, please visit [www.sudburyfunrun.co.uk](http://www.sudburyfunrun.co.uk) as our supporter Russell Smith has done!

The **Bespak Grand East Anglian Run** is being held in King's Lynn on Sunday 2nd May at 10.30am. This 10k road race is a great opportunity for energetic supporters in the Norfolk area to raise money for Autism Anglia, and additional prizes are also offered! For more information, go online and visit [www.grandeastanglianrun.co.uk](http://www.grandeastanglianrun.co.uk).

The 2010 **British 10k London Run** is the tenth of its kind - why not celebrate by booking a place and running in this 10k road race, passing through historic London streets and famous landmarks! It takes place on Sunday 11th July at 9.35am, and you can register by visiting [www.thebritish10klondon.co.uk](http://www.thebritish10klondon.co.uk) - every year this race is a sell out event, so book early to avoid disappointment!

**Don't forget to inform the Fundraising team on 01206 577678 so we can support your efforts!**

## Adult Services – Norfolk

### Interview with James Forder

Deputy Manager of Whitstone and Walnut Houses



James Forder

Whitstone House is a three storey Victorian house in Dereham which provides a home for eleven adults with autism. The house is set within an enclosed garden which contains a swimming pool, a craft workshop and also Walnut House, a modern house providing a home for four adults.

#### James, when did you start working for Autism Anglia?

"I started in April 2009 and began with an induction at Whitstone House for a week and then had three weeks' induction at the various homes in Essex including the Jigsaw Study Centre and all the community based homes."

#### How many residents do you look after?

"We look after a total of fifteen service users. We provide 24 hour care 365 days a year and have over 25 care staff in both homes providing care for the service users."



Walnut House

#### Since the merger can you outline any significant changes that have taken place?

"I can see that many of the procedures, paperwork and care plans have been improved. The most significant changes have been the positive impact of having a dedicated Clinical Psychology team in Norfolk and access to the Speech & Language Therapy team, as well as having helpful colleagues in Essex who are always available to offer advice and support."

#### Can you give an example of the positive impact it has had on the service users?

"The use of TEACCH [method of communication using visual aids] has been implemented very successfully in Norfolk; we are really seeing the benefits to our service users every day. We like to take a person centred approach to the care we provide and we monitor the environment closely to ensure service users' social, emotional and financial sense of well-being."

#### What are your plans for the future?

"I intend to achieve my NVQ level 4 in management, to help Autism Anglia progress and develop further and continue to enrich the lives of all the service users at Whitstone and Walnut Houses."



Whitstone House

#### How will the service users be involved in future planning?

"Service users are constantly involved in all care and all decisions about their future. It is important to allow individuals an opportunity to reach their full potential so we make sure we listen at all times to the opinions and needs of both service users and members of staff."

***It sounds like you really enjoy your job James, thank you for giving us an insight into Whitstone and Walnut Houses!***

### Whitstone and Walnut Houses host Christmas Fayre

Resourceful staff at Whitstone House held a Christmas Fayre in December and raised £230 by holding a raffle, cake stall and tombola! The money was used to buy exercise equipment for the residents to use.

Well done to Kate Bush for organising this successful fundraising event!

### Norfolk Study Centre Update

We are pleased to say money is still coming in for our Norfolk Study Centre and we would like to thank **Archant Press** for match-funding the sponsorship raised by their employee Ashley Barnes from his London 10k Run last year!

Thanks also to the **Fitzmaurice Trust, Downham Market Lions, the Anne French Memorial Trust, Paul Bassham Charitable Trust, the David Solomons Charitable Trust** and the **Norfolk Masons** for awarding donations and grants to this important project!

### Allotments Update

In December we acquired a fourth allotment between the orchard and our existing double plot. The fencing has been removed between the plots so we now have a complete block of four allotments. It is proposed this year to put twenty raised beds on the new plot and Ian Dabson is liaising with the cook at Whitstone House as to what produce she would like grown. It is also proposed to start

producing cut flowers which could hopefully bring in some income for the horticultural day services.

A plot is being set aside for Claire Williams, Art Instructor, to grow woad and madder to start making dyes for natural fabrics.

Thank you to the **Anglia Vintage Machinery Enthusiasts Club** for their donation of £500, which will fund the raised beds and replacement fencing as well as other items needed.



## 'Personal Positives' Photography Competition

*Every picture tells a story*

Has autism touched your life or the life of a family member?  
In conjunction with Ignis Photography, Autism Anglia has launched a photographic competition.

We would like you to submit your photograph to **show a positive moment or experience in your life or the life of a loved one.**  
Please also write a few words to explain why the photograph is important to you.

You can email your photograph (.jpg or .tif) to [fundraising@autism-anglia.org.uk](mailto:fundraising@autism-anglia.org.uk) or post it **FAO Fundraising Dept, Photo Competition, Autism Anglia, Century House, Riverside Office Centre, North Station Road, Colchester C01 1RE**

**1st Prize** A family lifestyle photographic session with hardback printed album

**2nd Prize** A family lifestyle photographic session with 10 x 8 framed print

The final twelve photographs in the competition will appear in a calendar sold to raise funds for **Autism Anglia** in 2011.

Closing date for entries is **1st September 2010**

award winning  
photography

ignis  
photography

Tel : 01603 270 739

*'Finding something that my son and I can share is the most special thing because it brought me into his world and him into mine.'*

## Peldon Campus News

### John Jones House Officially Open!

Autism Anglia is proud to announce it has opened a brand new residential house for adults with complex needs.

The four bedroom house in Peldon, named John Jones House after the Charity's former Chief Executive, was officially opened by the Hon. Bernard Jenkin MP who is Patron of Autism Anglia. A large crowd including staff, supporters and those that have worked on the construction of the purpose built house were there to celebrate the opening of the new property. Dr Lucy Collinson (the daughter of John Jones) and her family were also present to mark the occasion.

Three bedrooms, all with ensuite bathroom facilities will soon be occupied by residents and the fourth bedroom will be required for staff who will need to be on hand 24 hours a day.

Clive Stobbs, Chief Executive of Autism Anglia said that he was "proud that the opening of John Jones House has increased the Charity's capacity to help even more people with autism and will provide a home for individuals who require such a high level of support."



(l-r) John Sparkes, the Hon. Bernard Jenkin MP and Clive Stobbs

£125,000 was raised towards the project by our Fundraising team, and we would like to thank the **Colchester Catalyst Charity, the Baily Thomas Charitable Trust, the Beatrice Laing Trust and the ACT Foundation** for their very generous support.

We still require assistance to purchase sensory equipment and garden furniture for the property. If you think you can help raise money for this, please contact the Fundraising team!

## Annual General Meeting

Our AGM will be held at 6.00pm on 26th March 2010 at Doucecroft School in Eight Ash Green.

## Clinical Psychology

I am pleased to say our Clinical Psychology team has grown significantly in the last twelve months and we now have the following staff on board:

### **In Essex:**

**Fran Davies** – Chartered Clinical Psychologist  
(full-time from January 2010)

**Laura Tinkl** – Trainee Psychologist  
(who joined us in October on placement from the University of Essex but will be leaving in March, when another trainee will then take over)

### **In Norfolk:**

**Amelia Eleftheriades** – Chartered Clinical Psychologist

**Adam Sharif** – Associate Psychologist  
(who is working with students at City College Norwich)

**Alexis Hargreaves** – Assistant Psychologist

**Jo Ottmann** – Trainee Psychologist from the University of East Anglia



Adam Sharif



Jo Ottmann

Welcome to Adam and Jo who are the newest members of our team! And warm congratulations and good luck go to Alexis who is expecting her first baby in April!

As a department we have been very busy working with individuals, their families and our staff, in order to help with a range of emotional and behavioural problems.

We have delivered training courses across all our services, on topics such as sexuality, sensory and low arousal; and nearly all of the Adult Services staff have completed the BILD (Supporting People with an Autistic Spectrum Condition) certificate.

I am also very excited to say that we will soon have an Occupational Therapy team joining Autism Anglia, who along with Clinical Psychology and Speech & Language Therapy will create a complete therapy team for our service users.

*Fran Davies – Clinical Psychologist*



*Fran speaking at the recent Staff Awards Evening*

## Speech & Language Therapy

I have been very busy since Bethan went on maternity leave in September!

Natasha Sore (Student Placement Coordinator from the University of Essex) has been a massive help, working one day a week at Doucecroft School. Last term we developed 'Communication Programmes' for each student which details individual communication strengths and needs, and targets for the coming term.

Matt Tarr (Speech and Language Therapy volunteer) has been running social skills and abstract language skills groups at our FE Dept in Kelvedon, which means all students are accessing SLT in some form.

In Adult Services, I am following up some referrals in the community as well as continuing with regular sessions in the residential setting. I am visiting Norfolk once a month to deliver service-user centred training in conjunction with the Clinical Psychology team.

I am very excited about the changes to the therapy team – Fran going full time and the Occupational Therapists starting with us soon. Working closely together will be very positive for the individuals in our care.

*Vicky Craig – Speech & Language Therapist*

## Can You Help?

### **Message from Liz Bannister – Orchard House**

Lunchtime volunteers are needed at Orchard House in Dereham.

Orchard House is an educational provision for up to six children with autism.

We are looking for two volunteers to be part of our team, serving lunches for one or two days a week (12pm-1.15pm).

Informal visits after school are welcomed.

Phone Liz Bannister (Head of Orchard House) on 01362 693915 or 01362 697240.

## Fundraising News

### **Corporate Support**

Our partnership with **Grants SEAT** goes from strength to strength – on 12–14th February they held a Valentine's promotion at the Meadows Shopping Centre in Chelmsford. Thank you to our wonderful volunteers who helped out during the event to provide more information about our Charity to the passers-by.



SEAT and Autism Anglia staff at the Meadows Shopping Centre

Many thanks to Darren and Katie Williams at **Grants SEAT** who arranged the event which raised £359 for us.

The **Bodylicious Butlers** hosted a Ladies Pamper evening before Christmas and raised a total amount of £687 from ticket sales, a raffle, and a brave Tony Longhurst who collected sponsorship for having his back waxed on the night! Thanks to Lorraine Woodhouse for organising the event.

We are thrilled that **Elbrook Cash & Carry** has chosen Autism Anglia to benefit from its 25th anniversary celebrations; a year of exciting fundraising events is planned and the owners hope to raise at least £25,000 for Autism Anglia!

## Collections

Thanks to our dedicated volunteers we collected **£1850.27** from supermarket collections throughout 2009! Not only do we benefit from the money raised, but collections also raise Autism Anglia's public profile, and people often stop for a chat to find out more about the Charity!

Collections are already booked for 2010 and we are always keen to hear from new volunteers, so if you can help out on any of the following dates we would be thrilled to hear from you:

**Sat 5 June**

**Morrisons, Chelmsford, Essex**

**Sat 12 and Sun 13 June**

**Morrisons, Maldon, Essex**

**Sat 19 June**

**Fiveways, Abbots Road, Colchester, Essex**

**Sat 17 July**

**Fiveways, Brightlingsea, Essex**

**Sat 7 August**

**Fiveways, Dovercourt, Essex**

**Fri 20 and Sat 21 August**

**Sainsburys, Upper Brook St, Ipswich, Suffolk**

**Sat 11 September**

**Fiveways, West Mersea, Colchester, Essex**

**Sat 25 and Sun 26 September**

**Morrisons, Witham, Essex**

**Sat 9 and Sun 10 October**

**Sainsburys, Southend-on-Sea, Essex**

Thanks also to the wonderful staff and customers of the **One-Stop** shop just around the corner from our Head Office in Colchester, who collected an amazing £257.52 during 2009, and the Spar shop in Brightlingsea whose staff and customers have collected a stunning £230.57 since last June!

It just shows that simply having a static collection tin placed in a shop can be of enormous benefit to our Charity.

## Community Fundraising

Supporters Mark and Tara Taylor are in the process of organising a charity Fishing Event in aid of Autism Anglia. The competition will take place in the Thorpe-le-Soken area of Essex some time in the next few months, and will cost £5 to enter, plus any sponsorship that can be raised! Bait will be provided free of charge. If you are interested in taking part, please contact the Fundraising team on 01206 577678 so that we can send details nearer the time.

## Events

### Jailbreak

Our **Charity Jailbreak** is taking place on 17th and 18th April this year and we are currently recruiting teams to take part! Teams are challenged to get as far as they can from Colchester Castle in 24 hours without spending any money or getting lifts from friends or family! An 8 hour Jailbreak is also available, and there are special prizes for most unusual destination, most unusual mode of transport, most sponsorship raised and best fancy dress! If you are up for the challenge, please contact Claire in the Fundraising team on 01206 577678 to register your interest – and get planning your escape!

### Golf Day

Our annual **Charity Golf Day** is taking place this year on 18th May at Channels Golf course near Chelmsford. This year, trick shot specialist Jeremy Dale will be on hand to show you something a little different on the course!

There will also be the opportunity to win a SEAT car (courtesy of **Grants SEAT**) for a hole-in-one!

If you would like to enter a team of four, please contact **Anna** on **01206 577678** or email [fundraising@autism-anglia.org.uk](mailto:fundraising@autism-anglia.org.uk).

If you can offer a prize for either of these events we would love to hear from you!

## Useful Contacts:

**The National Autistic Society** Information, Advice and Support  
0845 070 4004 [www.nas.org.uk](http://www.nas.org.uk)

**Families inFocus** (Essex) Supporting families of children and young people with disabilities and special needs  
01245 353575 [www.familiesinfocusessex.org](http://www.familiesinfocusessex.org)

**Colchester Carers Centre (For Children)** Provides a range of services to families, carers of children with disabilities  
01206 560997 [www.cccfrc@aol.com](mailto:www.cccfrc@aol.com)

**The Children's Legal Centre** Promoting Children's Rights  
0845 120 2948 [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)

**SNAP** (Special Needs and Parents)  
Essex wide support group for parents and carers  
01277 211300 [www.snapcharity.org](http://www.snapcharity.org)

**PARC** Play & Resource Centre near Braintree for children with disabilities and their families  
01376 528999 [www.parc-essex.co.uk](http://www.parc-essex.co.uk)

**Asperger East Anglia**  
01603 620500 [www.asperger.org.uk](http://www.asperger.org.uk)

**Disability Rights** (Norfolk)  
01508 491570 [www.ncodp.org.uk](http://www.ncodp.org.uk)

## Special Thanks To...

**Andy & Val Beevers** for raising £141.19 at car boot sales.

**Seetec Colchester** who raised £24.91 at a Halloween Day.

**The Society of Norfolk Golf Captains** for donating £1,100.

**Colchester Children's Day Care Centre** for donating £1000 to Doucecroft School.

**Five Parishes Horticultural Society** for their donation to Peldon Campus.

**Ben & Rebecca Stevens** for donating a TV to the FE Dept.

**The Tearfund and Mission Group, Crowshall Veterinary Services, the Church of St Peter Mancroft** and the **Golden Fish Bar** for their generous donations.

**The Banham Barrel** public house, **Jane Rowe, Aileen Reynolds**, and **Mr Finlay** and his colleagues for organising and hosting fundraising events and collections.

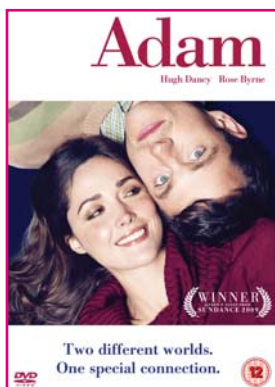
**The Book Service Ltd (TBS)** for donating proceeds of their staff book sale.

**Chris Wood Vehicle Services** for donating proceeds of a collection and book sales.

## 'Adam'

Autism Anglia is pleased to recommend the newly released feature film 'Adam', a sensitive portrayal of the complexities of life, even for a very able person with Asperger Syndrome!

Adam was released on DVD on 15th February from Twentieth Century Fox Home Entertainment.



## Thanks To...

Have you ever wanted to publicly thank someone at Autism Anglia who has supported you or a family member?

The website Thanks To... now allows you this opportunity; all you need to do is register with the website and leave your own special message. Just visit [www.thanksto.com](http://www.thanksto.com) and search for Autism Anglia!

## Cinema City - Norwich

If you live in the Norwich area, Cinema City offers autism-friendly screenings at its complex in St Andrews Street, Norwich NR2 4AD. Tickets for anyone with an ASC and their parents or carers are £3 each and you can call 0871 704 2053 for information and to book tickets.

## Recycle for Charity!

You will notice we have included a recycling envelope with your newsletter – please use it if you can, to recycle your empty inkjet cartridges and old mobile phones! Last year we received a total of **£306.28** thanks to our supporters recycling these items!

## Staff News

We bid a sad farewell to **Wendy Bixby** and **Maureen Leveton** in Fundraising and to **Jo Jarvis** in Reception, and wish them all the best for the future!

We are also very sad to say that **Mandy Stedman** is leaving us after eleven years with the Charity. Mandy initially worked in the Cottage at Peldon as a Secretary and was promoted to Adult Services Administration Manager in 2004. She then moved with the department to Head Office in February 2007. We wish Mandy good luck for the future.



*Mandy Stedman*



*Dan Bates*

We would like to extend a warm welcome to **Dan Bates** who joins us as Fundraising & PR Co-ordinator, and to **Joanna Braddock** who joins as our new Receptionist!



*Joanna Braddock*

A warm welcome back to **Anna Rogers**, our Fundraising Officer who has now returned to work after completing her maternity leave.