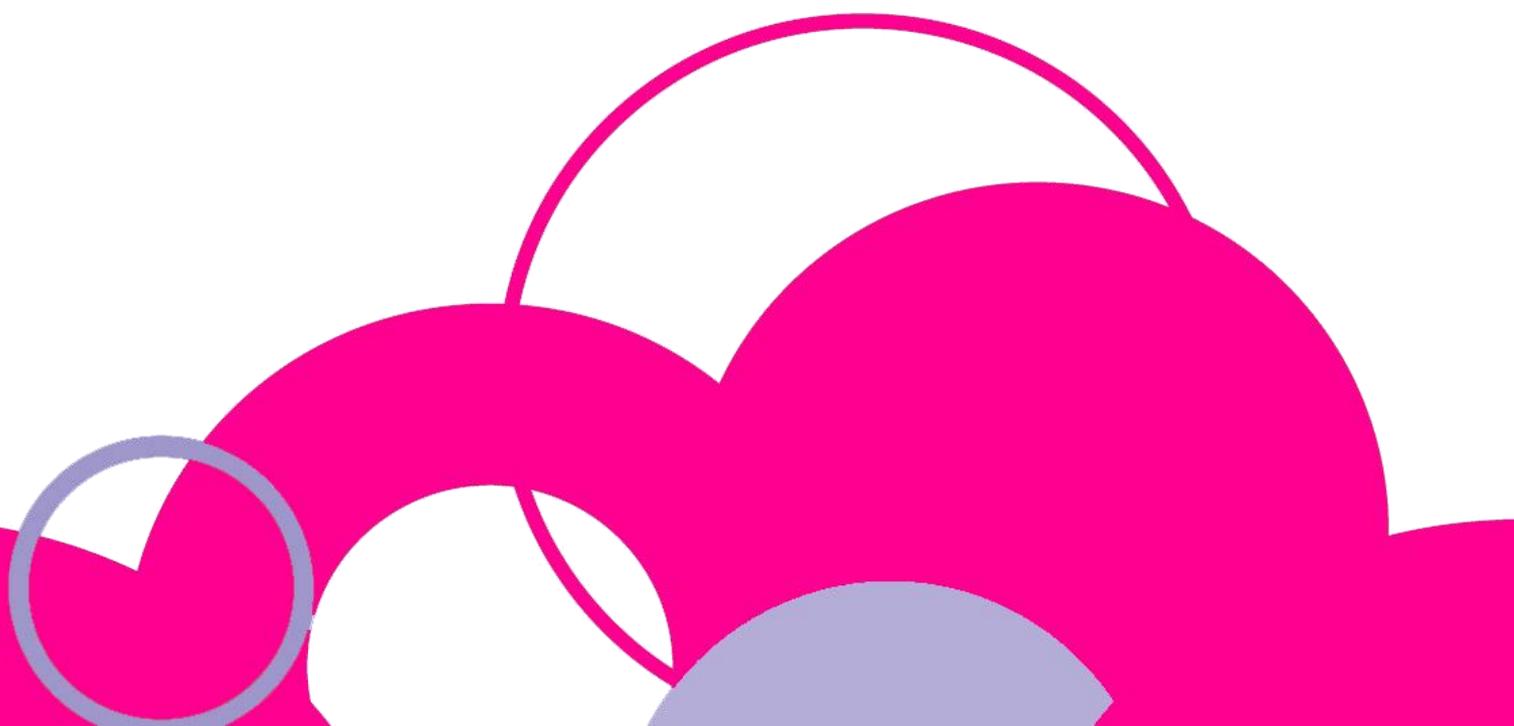


**Southampton Centre
for Independent Living**



Annual Report 2010-2011





The Class of 2011



The Class of 2011

SCIL's Aims are:

- To provide a means by which Disabled People may take control over their lives, achieve full participation in all spheres of society, and make changes to how they are viewed and treated.
- To provide encouragement, assistance, advice, support and facilitation to individuals or groups wishing to live independently.
- To raise the expectations of Disabled Persons, individually and collectively, and ensure that their voices are heard.

Everybody has the right to lead an independent life. Our aim is to support people in achieving this.

To be independent does not mean doing everything for yourself. Independence means having control over your life and having a say over what happens to you.

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SCIL's Management Committee:



Left to right: Kevin Beirne, Cheryl Robinson, Byron Oliver, Chris Andrews & Steve Polden

Management Committee Report

Chris Andrews, Kevin Beirne, Byron Oliver, Steve Polden, Cheryl Robinson

It has been a very busy year for SCIL. The MC have instigated a major review of its Adult Safeguarding and Child Protection policies and procedures. A Sub-Group which reports directly to the MC called the Child Protection and Safeguarding Group (CPS) has been set up by the MC. The CPS Group has been undertaking organisational audits, the latest of which was reviewing the safe recruitment of SCIL Personnel including the MC itself.

The Empowerment, Training and Consultancy Team have been very successful in their work running the Student Social Work Unit with a total of 28 students on placement since it started. Our thanks to Jeff Downing and Jenny Semmens.

The Independent Living Team have recruited 2 Development Leads to assist the work of this now medium sized team. Our thanks to Robert Droy and the team who continue to work on behalf of Disabled People receiving Self-Directed Support and working through the changes brought about by the personalisation agenda.

SCIL Continuing Care continues to thrive. The number of service users has increased this year to 6 and the project is becoming sustainable. Thanks to Emma Sheldon and the team in supporting this company through its early years so successfully.

The year has meant difficult financial times for SCIL in a year of Social Service cutbacks. SCIL is investigating ways to diversify what we can offer in the way of support for Disabled People to live independently whilst still balancing the books financially.

SCIL is recruiting a Human Resources Manager to improve our personnel function with a Sub-Committee specifically for Human Resources and Performance Management. In addition, a Sub-Committee for Finance and Infrastructure Chaired by the Treasurer will be set up shortly.

Management Committee Report Continued

SCIL staff have undergone an intensive training programme this year to equip them with the knowledge and skills to assist the organisation in the coming year. The training programme included modules on safeguarding, supervision skills and Mental Capacity Act to name but a few.

Our thanks and appreciation goes to everyone at SCIL, particularly to Ian Loynes our Chief Executive and Lesley Long-Price our Office Manager and to our Team Leaders, all of whom have shown their loyalty and commitment to SCIL over the year. Our Service Users and stakeholders respect and value the support that SCIL provides to them through the organisation's work.

The MC need new members to serve with them on the MC. If you would like to consider joining us, you are welcome to 'sit-in' and observe a meeting or two to try it out. Please contact us for more information.

The MC hopes that you find this Annual Report informative.

Chief Executive's Report



By Ian Loynes

When I joined SCIL in 1995, it was just until I got a 'proper job'! It's hard to believe that I have been here for 16 years, and still love (almost) every minute of being part of such a great organisation. You see, that's what SCIL does to people, building a loyalty and sense of belonging in people; that is our unique strength.

SCIL, like all organisations, has to change to remain relevant; for SCIL we must do change in a way which retains our aims, values and principles. Change is essential, as a growing organisation, but also to meet the demands of legislation and challenging economic times. In the last year, change meant becoming involved in several new initiatives locally and nationally; for instance, I now have a role in training senior civil servants at the 'National School of Government' (yes, it really does exist!). We have also initiated SENDPO (South East Network of Disabled People's Organisations) which will enable DPO's, to work better together, share problems and encourage Disabled People to form new organisations.

We have also changed how we communicate, by using social media options like Facebook & Twitter, which we hope will enable more people to get involved in what we do, and by telling us what they think.

Internal changes have included SCIL developing a team with specialist safeguarding expertise; recruiting a Human Resources Manager; developing Finance and Human Resources sub-committees; and we have provided an intensive training programme to all staff.

All of these changes are to try and equip SCIL to continue to thrive in what will be a challenging few years ahead.

At this year's AGM, we will have a '**Dragon's Den**' session to help us decide what services to change in the future; together with a discussion on **changing SCIL's name**. I hope you will join us to help you, as members, decide what changes are best for SCIL.

Independent Living Team



Jeremy Robert Berni

By Robert Droy

Self Directed Support / Personal Budgets

Both Southampton City Council and Hampshire County Council have now 'rolled out' Personalisation for Adult Social Care. The aim of Personalisation is to give choice, control and flexibility to all Adult Social Care Service Users in a similar way to existing Service Users. In Southampton, this scheme is called 'Putting People First' and SCIL has run a brokerage service for the last 2 years. Unfortunately, our contract as a support broker for people with physical impairments and Older People in Southampton ended at the end of March 2011; however, our Direct Payments Support Service and PA register continue to be successful.

Hampshire has now 'rolled out' Self Directed Support across Hampshire. Hampshire Adult Services has confirmed the end of our Direct Payments Support Service contract at the end of December 2011. Hampshire is supportive of SCIL's need to find a sustainable future after this contract comes to an end.

Berni and I have been involved in working with Hampshire Adult Services on a 'new' Support Planning model which will be trialled from January 2012. The provisional plan is to offer third sector providers free training on how the Support Planning scheme works and once the training is completed, the organisation would be an 'Approved Provider' to assist with support planning. Service Users will be free to choose any of the 'Approved' Providers.

We have also developed a 'Managed Budget' service specification for users who will need ongoing long term support to manage their personal budget. Both Hampshire and Southampton have expressed an interest in this.

Independent Living Team Continued

Personalisation Expert Panel

The Personalisation Expert Panel has grown in significance over the last few months and we are working with Hampshire Adult Services on a number of the recommendations that came out of the Hampshire Personalisation Commission. The Panel has secured funding till March 2012. The Panel has been particularly active in the following areas:

- Agreed a plan to develop user involvement in Adult Services training - Planning, Delivery, Evaluation
- Self Directed Support – Training / Information / Customer journey
- Conference Planning for Service Users and Carers
- Increasing user engagement amongst the Black and Minority Ethnic Community

The PEP is also keen to develop close links with newly launched SENDPO (South East Network of Disabled People's Organisations) which Ian has been heavily involved in setting up.

Common Assessment Framework Overview Group (Southampton)

This project is about how to bring together health and social care information in a meaningful way which will then allow users to decide who that information can be shared with. SCIL facilitates a lively and active overview group of users and carers in Southampton to oversee this work and ensure the project meets its outcomes. Ami Guy chairs the group. Jeremy Long-Price also sits on the overall Project Board with representatives from the local authorities and the NHS.

Service Development Proposals

The Independent Living Team is developing a number of service proposals for projects to start in early 2012. These include a recruitment agency for Personal Assistant's across Hampshire, a Travel Agent for accessible holidays / respite care breaks, Support for Disabled Students whilst at college / university, expansion of our Peer Support network, better use of our website and self publishing books and E-books around Independent Living, Disabled People and Personalisation. You will hear more about this at the AGM.

And finally.. We look forward to next year which looks just as exciting..

Empowerment, Training & Consultancy Team



Jenny Anna Jeff

By Jeff Downing

Team Membership

The actual make up of the team can vary depending on the time of the year, as from October through until July, we have 12 team members. However, for the remaining 2 months, the team make up drops down to 6 members. This is because we have an additional 6 Social Work Students on placement for 9 months of the year.

The team includes 4 Volunteers, Anna, Rosie, Kathy and Chris. Jenny is a full time member of staff and undertakes a number of duties, including the position of Work Place Supervisor to the Student Social Workers. I formally manage the team and am accountable for all its functions and actions and I also have the rather grand title of Practice Educator to the Social Work Students.

The team has three main roles (Empowerment, Training & Consultancy):

Empowerment Role

Our Empowerment role covers both working with individuals and groups. This can take many different forms, such as running Personal Development Courses with Young Disabled People, or for those of us who may be not so young. This part of the team's work also includes its formal Advocacy Service, which continues to be in high demand, especially our Money Management Service which we introduced in 2010 as a result of a grant from the Southern Water Trust. To date, we have had about 750 referrals since the Formal Advocacy Project started in 2004.

Empowerment, Training & Consultancy Team Continued

Training Role

The Training part of our function includes delivering Disability Equality and Single Equality Training on a fee basis. However, the current financial dilemma that many local authorities face has resulted in far less bookings for this type of training.

On the other hand, our Social Work Student Unit is very popular, as we can take up to six students on placement at any intake. The students undertake projects and advocacy work, together with working with and along side our volunteers. Jenny and I supervise the students and have to assess them as to their ability to meet all the Key Roles essential to being able to qualify as a Professional Social Worker. Each student has a desk, chair and laptop computer, which is a luxury to have while on placement. To date, we have had 28 Social Work Students on placement with the organisation.

Consultancy Role

The Consultancy part of the team's function can take the form of consulting with a private company or School on their access arrangements and can sometimes result in a formal audit of their facilities, once again for a fee.

However, a major part of our consultancy work can often involve either Jenny or myself, undertaking the role as a guest lecturer at one of the Universities on the issues surrounding Disabled People's wider political position in Adult Social Care in general.

I hope this has given you a brief insight into the roles and functions of the team and if you would like to discuss any points raised, please do not hesitate to contact me.

SCIL Continuing Care CIC

From left, top: Roz, Ross. Bottom left: Emma, Neil



By Emma Sheldon

The last year has been a good one for SCILCC.

The project has grown steadily and we now support six Service Users. One Service User is funded by Southampton Social Services via their Direct Payments and 5 Service Users are funded by Southampton Primary Care Trust via the Individual Budget System. Our Service Users are a diverse group and this has brought us some new challenges, but with these challenges come new opportunities to learn. We're a better organisation as a result of the last 12 months, and better prepared for the year ahead.

We have had a number of enquiries and our expectation is that we will take on several more Service Users in the next year. Word of mouth is helping us, and now we are being contacted by individuals (including some self-funders) and not just Primary Care Trusts. We are also in discussion with Southampton Children's Primary Care Trust about a potential new Service User base. We are very excited about this as it will mean SCILCC will be providing personalised care in a way which has not been achieved before.

Since last year, SCILCC have successfully become an independent company from SCIL and in recent months have started the process of becoming financially separate too.

In April 2011, SCILCC were proud to announce that we had started to make a small surplus. We have worked very hard to achieve this and look forward to reinvesting the surplus into expanding the company.

To enable us to grow as a successful service, we have been exploring alternative avenues in which SCILCC can promote and deliver Choice and Control. This includes the development of Training for Personal Assistants, offering our services to a wider geographical area and developing a presentation to evidence what it is we do and why we are so different from any other care agency. Our wider vision over time is to assist other Primary Care Trusts to set up a similar service in their area.

Unity 12 CIC



By Lesley Long-Price

Unity 12 Community Interest Company was established in 2005, as a holding company for our building at 9-19 Rose Road, Southampton. Its shareholders are Southampton Centre for Independent Living CIC (75% shareholding) and Disability Advice and Information Network (25% shareholding).

Unity 12 has a Management Committee drawn from its shareholding organisations, which is responsible for the governance and strategic operation of Unity 12.

The staff team are Cicily Hunt (Facilities Manager) and Garth Mathews (Receptionist/Conference Administrator).

SCIL has responsibility for both Human Resources and the Management Accounts on Unity 12's behalf. The shareholding organisations also take responsibility for staffing reception once a day.

Conference Rooms

Unity 12 offers accessible conference and meeting room facilities for organisations in the third sector and the statutory, public and commercial sectors.

Office Space

In addition to providing accessible office space for its shareholding organisations, Unity 12 also lets office space to the following organisations: Autism Diagnostic Research Centre Southampton; Carers Together; Common Assessment Framework for Adults; D n A, Disability and Ability; and Southampton Assessment & Study Services.



Carers Together
A consortium of carers



Membership Secretary's Report: By Lesley Long-Price

As at 31 March 2011, SCIL membership totalled 74 people. This included: 49 females and 25 males, with 71 full members and 3 associate members.



Of the 36 returned equal opportunity monitoring forms, 20 females and 16 male returns were received with the following additional information reported:

<p>Class:</p> <p>Working class 12</p> <p>Middle class 12</p> <p>Classless 12</p>	<p>Race/ Ethnicity:</p> <p>White 34</p> <p>Other 2</p>	<p>Age:</p> <p>18-30 1</p> <p>31-60 25</p> <p>61+ 10</p>
<p>Disability Statement:</p> <p>Disabled 33</p> <p>Non-disabled 3</p>	<p>Sexual Orientation:</p> <p>Heterosexual 34</p> <p>Gay 1</p> <p>Not Specified 1</p>	<p>Religion:</p> <p>Christianity 26</p> <p>Atheism 4</p> <p>Buddhism 1</p> <p>Other 5</p>
<p>Impairment:</p> <p>Physical 27</p> <p>Sensory 12</p> <p>Hidden 11</p> <p>Learning 4</p> <p>Difficulty</p> <p>Survivor (Mental Health System) 4</p> <p>Cancer Survivor 3</p> <p><i>(more than one category was reported by some members)</i></p>	<p>We produce these statistics to monitor how representative we are as a membership organisation to members, Disabled People and funders.</p> <p>SCIL has always been answerable to its membership, and keen to retain existing members and recruit new ones. If you know of someone who you think would like to join, please ask them to contact the office.</p>	
<p>Annual General Meeting 2010</p>		



Treasurer's Report: Steve Polden

For Year Ending 31 March 2011

Starting this year, we began the process of accounting for SCIL Continuing separately from SCIL's accounts. Therefore this year's income of £613,127, although 5% higher like for like than last year, would appear to be less than last year's.



After we take off our expenditure and set aside various reserves, we are left with an overall surplus of £33,028.

Our total reserves now total £316,384, which equates to nearly 6 months of running costs/cash flow.

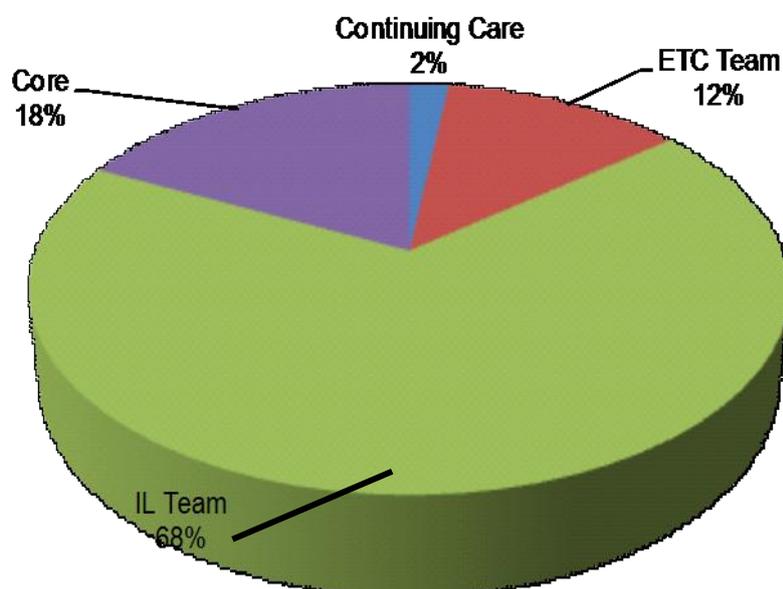


Figure 1
Income by
Activity

Treasurer's Report: Continued

Expenditure:

The following chart shows what we spent our money on.

Whereas, due to the nature of our business, the greatest expenditure is naturally salaries, which here include on costs such as insurance, tax and pensions; the project costs are not so obvious, but include items such as stationery, printing and travelling; and the office costs include rent and electricity costs amongst others.

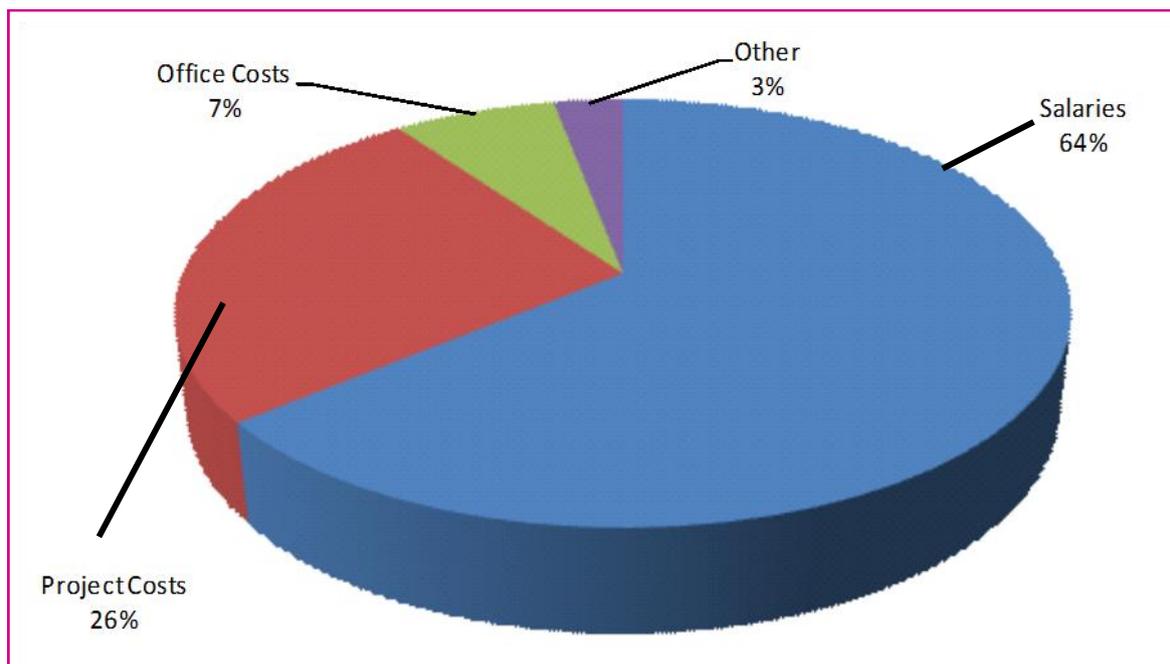


Figure 2
How we spent
the money

The year ahead - with our Chief Executive



It would be hard to look ahead without feeling anxious pessimism, both for individual Disabled People, but also for organisations of Disabled People like SCIL. Disabled People are threatened by changes to Disability Living Allowance, the Independent Living Funds, social care reductions and increased charges, and changes to Access to Work; to name a few. All of these feel like thinly veiled attacks on our hard won liberties.

Organisations like SCIL are threatened by Local Authorities and others, who might feel the Independent Living services we provide to Disabled People, are luxuries they can no longer afford. Changes to the way services are commissioned will also impact on us in ways we are only beginning to understand.

But, hey, remember, one of SCIL's slogans '**Strength in Unity**'. Disabled People and their organisations have never been given anything; in adversity, we have had to lobby and fight every centimetre of the long road to Independent Living.

Look at what SCIL has achieved. We have grown from 5 staff when I joined in 1995, to over 35 staff now. SCIL & DAIN have bought, refurbished and developed Unity 12 to become a fabulous office and conference facility with a great reputation. We have also created SCILCC as a subsidiary to provide Independent Living opportunities for Disabled People who have health based needs – yet another first for SCIL.

So, whilst we may, justifiably, all feel threatened at the moment, I am sure that by working together, we will collectively find a strong future for SCIL and more importantly, for Disabled People.

SCIL therefore urges all members, Disabled People and their allies, to help ensure that the 'powers that be' understand that all Disabled People want is the same rights that non-disabled people take for granted.



Supporters and Sponsors

We wish to acknowledge the following organisations who supported and sponsored many of our activities over the previous year

Principal Funders:

Hampshire County Council

Southampton City Council



Other Funders include:

Southampton City Primary Care Trust

Southampton University

Portsmouth University

Southampton Solent University

Southern Water Trust

Contact Details:



Telephone: (023) 8033 0982



Minicom: (023) 8020 2649



Fax: (023) 8020 2945



Address: SCIL
Unity 12
9 - 19 Rose Road
Southampton
SO14 6TE



E-mail: info@SouthamptonCIL.co.uk



Website: www.SouthamptonCIL.co.uk



Blog: www.southamptoncil.wordpress.com



Twitter: [@southamptoncil](https://twitter.com/southamptoncil)



Facebook: facebook.com/Southampton.cil