

SPECTRUM
ANNUAL
REPORT

2016



SPECTRUM.CIL



[@SPECTRUMCIL](https://twitter.com/SPECTRUMCIL)



WWW.SPECTRUMCIL.CO.UK

Our Vision

SPECTRUM works as an organisation to affect long-term and lasting change in the way Disabled People are viewed, included and valued for who they are and what they contribute to society.

SPECTRUM believes that all organisations promoting empowerment and social change should be peer based and fully accountable and representative of the community they work within.

To this end: SPECTRUM is run, controlled and managed by Disabled People (A Disabled People's User Led Organisation (DPULO)).



Contents:

Page No.

Our Vision and The Class of 2016.....	Inside Front Cover
Report of the Management Committee (MC)	1
Treasurer's report.....	2
SPECTRUM review of the year	3-4
Review of SPECTRUM's projects	5-7
Review of SPECTRUM's subsidiaries	8
Looking forward to 2017	9
Photographic review of the year	10
Membership report	11-12
How to contact us & acknowledgements.....	Back Cover

Report of the MC:

The Management Committee welcomes you to our Annual Report, for 2015-16

It could be said that this year has been a very normal year for us, which in SPECTRUM terms of course means plenty of robust challenges, successful achievements, with occasional disappointments.

Early this year in keeping with our Business Development Plan our Office Manager conducted a strategic review of the internal processes of our Organisation. Results were discussed at all levels. A principal recommendation was that the two subsidiary companies of SPECTRUM CIL - Unity12, and SCIL Continuing Care - be drawn closer under the SPECTRUM banner and incorporated, so that management would be stream-lined with less overlap of personnel roles, so minimising any individual conflicts of interests. Incorporation means that whilst still retaining the individuality and different focuses of the two subsidiaries, the role of the Board of Directors of SPECTRUM CIL, be extended to cover the group. Current directors of Unity12 and Continuing Care will continue as valuable advisors to the Board of SPECTRUM.

Recent months have seen intense cross-familiarisation of all activities thanks to the co-operation and interest of all personnel by way of joint routine staff and management meetings. For this reason and in the interest of continuity, the Board of Directors of SPECTRUM (i.e. Management Committee) is suggesting and recommending to our members at the AGM that the existing Board is re-elected for next year only en-block. We ask members to give serious consideration as to the wisdom of that suggestion. Another prime recommendation from the strategic review is that efforts be continued and intensified to generate greater interest, feedback and involvement from our members - this we wholeheartedly support.

Detailed information and updates of our SPECTRUM projects will follow in this annual report.

May we take this opportunity to thank sincerely all our personnel without exception, for their commitment and hard work throughout the year, which enables SPECTRUM to continue and move forward in strength. We offer special thanks as always to our core Management Team of Ian Loynes (our CEO), Gerry Zarb (our Business Development officer), and Lesley Long-Price whose individual and collective sterling work and commitment is undoubtedly an inspiration to us all.

SPECTRUM is fully accountable to our members.

This means a lot more than members just coming to our AGM once a year. It is members alone who decide who should serve on the MC.

Members are entitled to attend any MC meeting, or to speak to a member of the MC on any issue they are concerned about.

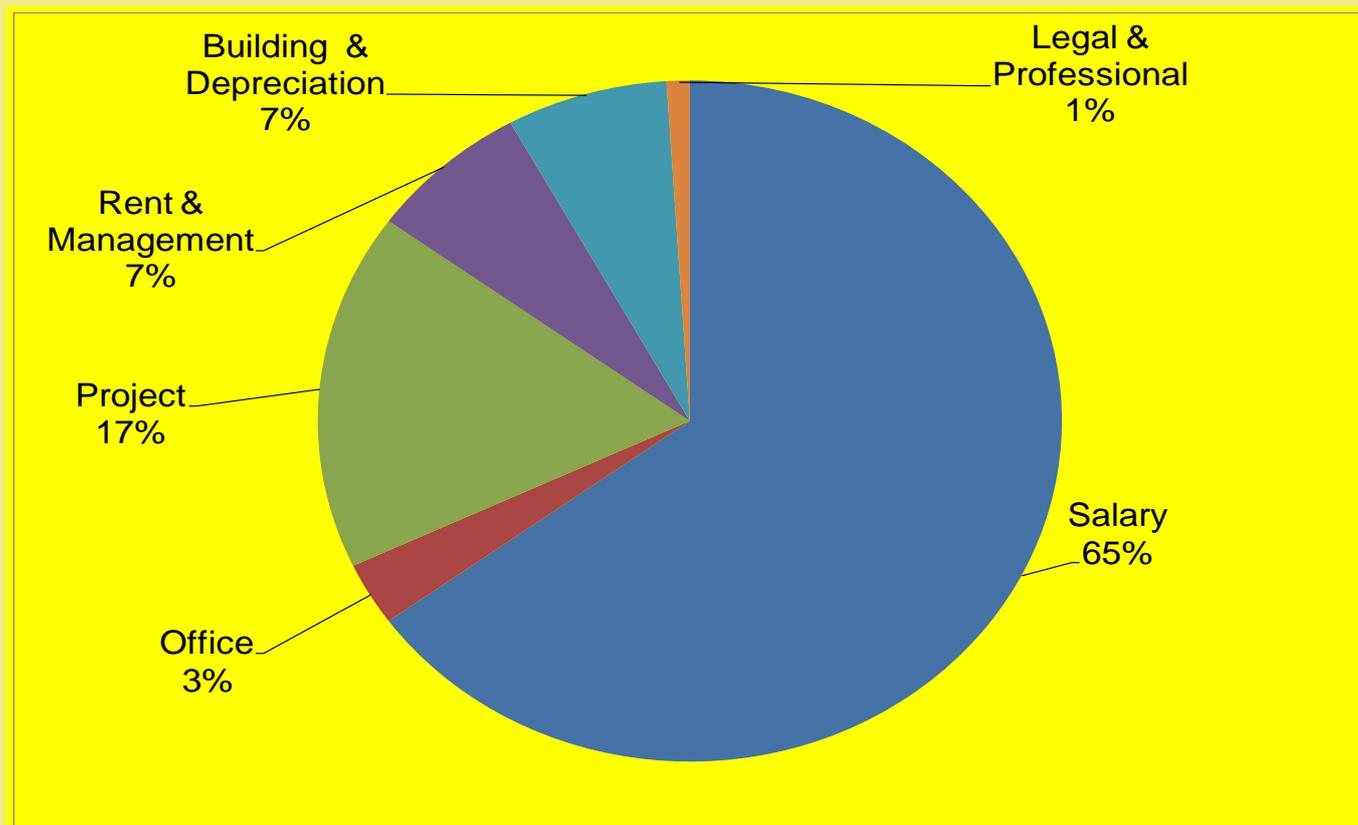
By being a member of SPECTRUM, you have genuine power & influence over what SPECTRUM does.

Treasurer's report:

Steve Polden, Treasurer, reviews the 2015-16 accounts & reports on the Finance & Infrastructure Sub-Committee



This year's income of £429,391 was slightly lower than last year. Having taken off our expenditure, and set aside various reserves, we are left with an overall surplus of £6,489, to which all of the projects and the core proudly contributed. Our total reserves of £382,584 equate to just under nine months of running costs.



The above chart shows what we spent our money on.

- ◆ Project Costs include peer group fees, networking and student costs.
- ◆ Office Costs include training, stationery, and telephone costs.
- ◆ Building Costs include reception costs, cleaning and utilities.

SPECTRUM's Finance & Infrastructure Sub-Committee

At the sub-committee's recommendation, SPECTRUM paid off Unity 12's refurbishment loan from the Social Enterprise Fund, of some £109,000 out of its reserves, to allow Unity 12 instead to repay SPECTRUM at a reduced rate of interest, both companies gaining from the arrangement.

Review of the year:

Ian Loynes, Chief Executive, looks at the achievements and developments of SPECTRUM during the year.

At last year's AGM we looked forward to 2016 as a year of consolidation of new work, and the implementation of a full structural review to equip SPECTRUM to thrive in the future.

Much of our aims for 2016 have delivered real progress for SPECTRUM, but we have also felt a real tightening of funding availability and Local Authority willingness to engage with Disabled People.

The implications of Government austerity cuts, and particularly their impact on Local Authority activity are affecting social care packages and also the ability of local government to work on issues that are not explicitly about reducing demand on services. The result of this, of course, is that Disabled People continue to bear the brunt of ever increasing cuts, and User Led Organisations (ULO's) like SPECTRUM are struggling. SPECTRUM **will** survive, but we have already seen one ULO in the South East close down and another drop its ULO status - SPECTRUM has not been immune from these reductions.

SPECTRUM has lost funding for our highly successful Peer-Support Job Club (Journey to Employment); funding for our Hampshire ULO support project has just come to an end; and our Consult and Challenge co-production group is also trying to find a new source of funding for it to continue. Our 'Learning Your Way' IT suite also had to close due to lack of funding. **It is definitely getting more difficult.**

But, enough of the gloom!

Let's focus on the positives of the last year, and what we have done, and will be doing to ensure SPECTRUM's future.

Our project reports follow this article, but I also want to highlight some of the other activities we have engaged in over the last year:

- **Produced a widely distributed European Union Referendum special edition of our newsletter**, together with lots of social media activity to inform voters of why we felt Disabled People would be better off staying in the EU. Despite the UK's decision, we will work hard to minimise the impact of leaving the EU on the lives of Disabled People.
- **Panel member at a seminar titled: 'Can robots be care givers'**, looking at what technology is capable of, but also examining the moral and safety issues that we will need to resolve as a society to ensure that future technology has a positive, rather than negative impact on the ability of Disabled People to live independently.
- **Produced a paper called 'The language of disability'**, explaining how



Thoughtful AGM conversations!

Review of the year:

Continued

language used to describe Disabled People should ensure Disabled People are not disempowered or offended.

- **Provided funding and support to enable staff member Abdiwali Elmi to graduate from Disability Rights UK's 'Leadership Academy'**. It is one of our top priorities to ensure our staff and volunteers gain the skills and confidence they need, and we need, to be successful in the future.



Abdi's graduation

Implementation of our Strategic Review:

Last year we instigated a full structural review to recommend methods to improve SPECTRUM's capacity to grow and develop further in the future. This year we have been busy implementing these recommendations, which are summarised below:

- **Operational merger of SPECTRUM with its two subsidiary organisations**, Unity 12 & SCILCC. Working together, sharing skills and resources whilst centralising infrastructure will enable us to build capacity and the range and quality of the services we offer. This merged entity will be called: **SPECTRUM Group**. We will also **improve our governance** to ensure it is 'fit for purpose' to meet our future governance and strategic needs. At the end of this year's AGM we will be having an EGM to seek membership approval for these changes to take place.
- **Recruitment of our first HR & Performance Manager**, improving how we support, develop skills and manage performance of staff & volunteers.
- **Better focus on membership involvement and empowerment**, enabling our membership to increase and become more included in SPECTRUM's empowerment work.
- **Centralised information and marketing skills**, enabling us to improve the way we promote our services and better information resources.
- **Clear developmental priorities**: Peer-based employment support and development of training, consultancy and co-production services.
- **Capacity building** through staff development, and improved infrastructure and IT systems.

I believe this strategic action plan will help ensure SPECTRUM's development in the future, to meet the needs of Disabled People now... and in the future.

On behalf of everyone at SPECTRUM, Unity 12 & SCILCC, I hope you find this Annual Report informative and interesting.

Review of our teams and projects:

A summary of the work of our teams & projects at SPECTRUM over the last year

Independent Living Team:

The Independent Living Team (ILT) works with Southampton City Council Adult Social Care department to support service users to apply for and manage Direct Payments (DP).

In April 2016 Ross Smith took over the leadership of the team. In the last year we have seen dramatic changes in the care system and service users have been asked to live on reduced funding even though their needs and requirements are increasing in nature and complexity.

We have launched a new website (www.directpaymentsouthampton.info) to enhance our customer experience and make our information more readily available.

In the past year ILT has delivered services to 278 people on a one-to-one basis through home visits and our telephone helpline.

We continue our important work of supporting volunteers in our office, empowering them to gain valuable work experience.

We have delivered 6 DP training workshops and started a new drop-in support initiative in association with MIND entitled "Time for Tea" which is proving very successful and supporting approximately 15 people a week. We continue to be involved with many community activities promoting the aims of DPs.

Student Support Advocacy & Mentoring (SAM) team:

The SAM Team has enjoyed one of its busiest years to date during the academic student year 2015-16, as we have had 17 social work students in total on placement within the team during this time period.

We have been receiving increasingly complex advocacy referrals as service users we support appear to be increasingly struggling with cut backs in service provision across all areas of social care, which in turn has been a real test of the students skills and abilities and over the summer months we again have taken a high number of referrals.

So we start a new academic student year and there are a couple of changes to make you aware of; Camilla Denneth who used to undertake the Practice Supervisor role on Fridays has left the team during the summer to explore new opportunities in Dorset. We will be sorry to see her go and wish her all the best for the future. Also this term we have three students, all from Solent University, Nader Meymandi, Jen Durrant and Webster Muringayi who will be joining us from September and will be on placement at SPECTRUM until February 2017.

Review of our teams and projects:

A summary of the work of our teams & projects at SPECTRUM over the last year

User Led Organisation (ULO) Team:

The ULO project is now closed, after having been extended for a further year in addition to its original 3 year period. Below are some of the things that it has achieved:

- Produced a training video on how to set up a user-led organisation (ULO). There has been a big demand for this, from Scotland to Sweden!
- Established Hampshire ULO Network Group (HULON) which aims to become a sustainable network
- Produced guides for ULOs on funding and social media.
- Ran a launch event for the Hampshire ULO Network Group (HULON) in Winchester which was very well attended
- Organised a conference on the impact of austerity together with HULON, Hampshire Independent Equalities Forum, Hampshire Equality Group and Action Hampshire
- Produced a database of contacts for HULON
- Collated online advice and guidance for ULOs on our website on subjects from funding sources and commissioning and tendering for contracts to personalisation and co-production.

Community Navigation Team:

Community Navigators aim to empower people to take control of their health and wellbeing and enable them to remain independent and maintain contact with friends and the community. For example, we support and equip socially isolated people with information about social clubs and activities in their areas which can lead to happy, healthy and independent life.

The general feedback received on this pilot from professionals and service users highlights the benefits of linking people with local activities and keeping them connected with their community.

We are very proud to say that 2016 has been a very successful year for us as we have helped over 300 people with different social needs. We have supported people with housing issues, financial difficulties, employment needs, welfare rights and many other social problems.

Commissioners of the Community Navigation pilot (Clinical Commissioning Group and Southampton City Council) are currently planning how this successful service could be expanded and become a citywide service.

We hope to continue delivering this important service to our local residents and look forward to a successful 2017!

Review of our teams and projects:

A summary of the work of our teams & projects at SPECTRUM over the last year

Hampshire Personalisation Expert Panel (PEP):

The PEP has had another successful year working in coproduction with Hampshire Adult Services on a number of different projects. With many changes within the senior management team at Hampshire, the PEP has been building up new relationships with key members of staff to ensure that service users and carers' voices are heard when planning new developments. Nevertheless, it is clear that the next few years are going to be challenging with regards to local government finances and this is sure to have an effect on how it can deliver services to Disabled People in Hampshire.

The PEP has been particularly active within the Supportive Communities programme which is looking at how to encourage more services to be delivered within the local community by smaller organisations. In addition, the PEP continue to monitor the development of Personal Budgets and Personal Health Budgets in Hampshire to ensure Disabled People with higher support needs are not adversely affected by the cuts.

The PEP are always keen to recruit new members living in Hampshire so if you are interested, please contact the PEP Chair, Robert Droy, through SPECTRUM.

Southampton Consult & Challenge:

When we set up Consult and Challenge back in 2013, we managed to get funding to set up a pilot 'co-production' forum in Southampton. The intention was to show the 'Business Case' for how effective co-production in Southampton would save the City Council & Clinical Commissioning Group money, whilst also providing better quality services.

The funding was intended for a 12 month pilot, for which we managed to 'stretch' the money to last 4 years. However, sadly the funding has now come to an end during September 2016, and we are consequently working to find an alternative method for our co-production work in Southampton to continue.

Southampton City Council and the Clinical Commissioning Group proudly proclaims its work with Consult and Challenge as a good example of how it co-produces, Our next step will be working with both organisations to try and find ways of resourcing this work so that it can continue.

Co-production: The meaningful involvement of Service Users and Carers from the very beginning of designing a project, through to delivery & implementation to evaluating the outcomes of the project. When co-production is done well, Local Authorities save money and deliver better services because they have been co-designed by the service users who actually need and value the services they receive.

Review of our teams and projects:

A summary of the work of our teams & projects at SPECTRUM over the last year

Unity 12: Managing our building, office & conference facility:

What a 12 months we've had!

From 2015 to today, Unity 12 has had its fair share of ups and downs. But just like a proverbial underdog, we're still here...and fighting fit!

Internally it has been a struggle to maintain the high level of customer service which has been our calling card for so long. But fortunately this has not deterred us and the number of word of mouth referrals we have received continues to grow.



We served over 1,000 delegates at a variety of different events and continue to meet growing demands. Our use of current technology and the flexible nature of the building have reaped good dividends for us which we are confident to continue to build on.

Now merged with SPECTRUM and SCILCC we hope to work more collaboratively so that together we can raise our profile and continue to serve the needs of Disabled People as they keep moving forward towards the goal of independent living for all.

SCILCC: Managing our Personalised Care Agency

SCILCC manages Care packages on behalf of Southampton Clinical Commissioning Group (SCCG) and Southampton City Council (SCC) and are very person centred when delivering care.

The minimum care package we will deliver is one hour as we believe you cannot deliver good quality care in just 15 minutes. We work with any age range and impairment.

Following on from a pilot scheme that ended in May 2015 to roll out Personal Health Budget's (PHB) some of our long standing service users have moved across to PHB's as this makes this cheaper for the CCG however the control remains with the individual requiring care.

Currently we have 9 service users, providing 459 hours of support per week. The age range is 21 to 75 with a very wide range of impairments.

Our plans for the future:

- Continue to expand our core service
- We are working on delivering a Payroll Service for service users on PHB's and Direct Payments
- We have produced a menu of services to offer to service users on PHB's.



Looking Forward to 2017:

A look into the crystal ball - seeing opportunities and avoiding banana skins

2017 is going to be a difficult year for Disabled People as the impact of cuts to services and benefits is really starting to bite. This is particularly true of cuts to services as every last penny from efficiency savings, reserves and so on has been used. Councils are down to the bare bone.



The squeeze on finances is also forcing Councils to rethink their role and relationships with the community.

They desperately want to reduce demand for support by diverting people to community groups - in effect, becoming the option of last resort.

This has important implications for SPECTRUM, presenting both opportunities and threats.

The threats are mostly to do with money - there just isn't much around. But, if ULOs are only valued as a means of soaking up demand this also devalues our role as partners in helping to shape policy and services.

But this change in direction also creates new opportunities. Hampshire County Council, for example, are completely reshaping Day Care with much greater emphasis on many things that fit very well with SPECTRUM's expertise and values, such as supporting people to learn new skills and access employment opportunities.

The fact that so many more people are going to find public services closed will also create opportunities for ULOs and others to develop more creative ways to meet their support needs.

Less public finance also means ULOs need to focus on developing new income sources. That is both an opportunity and a potential threat as it often means investing in developing new services - with associated financial risks.

And, of course, everyone else is in the same boat so the competition for dwindling resources is fiercer than it's ever been. We need to be on the ball if we are going to hold our own, so the next 12 months will also see a significant investment in staffing and capacity building.

So, 2017 is going to be exciting and challenging in equal measure. The stakes are certainly increasing but we are taking a bold approach to securing a sustainable future.

Photos from 2016:

Pictures that show activities during the year



Membership report:

A look at our membership and how well they represent the diversity of the communities we work within

SPECTRUM is a membership organisation of Disabled People and our non-disabled allies.

Membership is currently open to anyone who lives or works (paid or unpaid) within the geographical boundary of the county of Hampshire.



We have 2 types of membership:

- Full Membership: for Disabled People only. In addition to the general benefits of membership, Full Members have a direct say in issues affecting SPECTRUM and are able to vote at Annual General Meetings.
- Associate membership: for our non-disabled allies. Associate members are encouraged to contribute their views on organisational issues but cannot vote at Annual General Meetings.

Conditions of Membership:

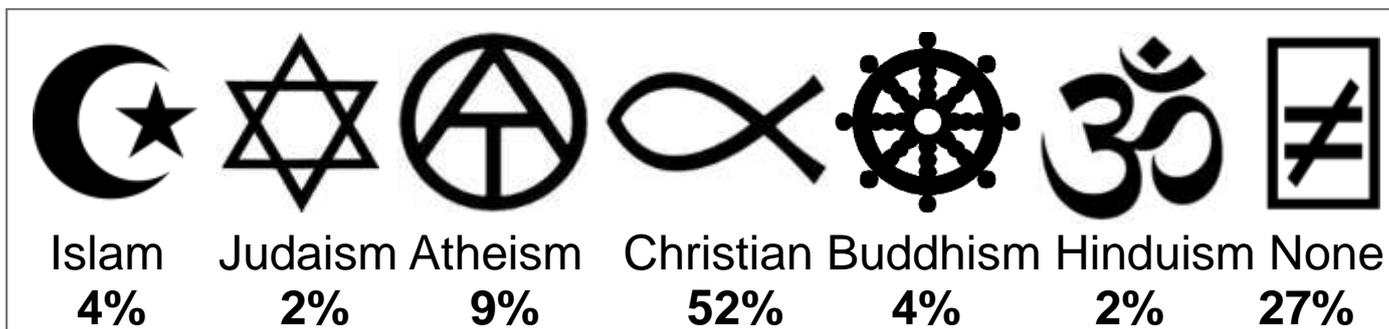
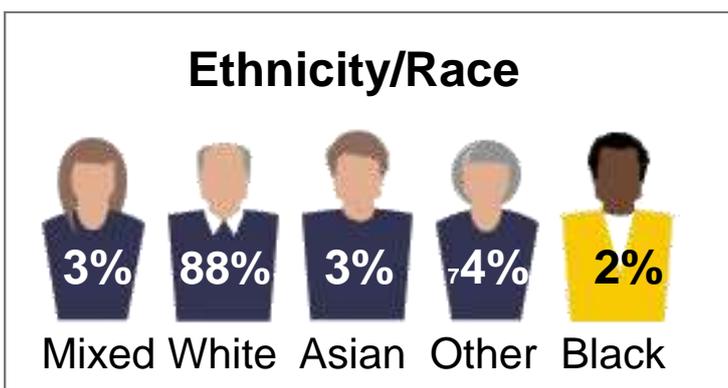
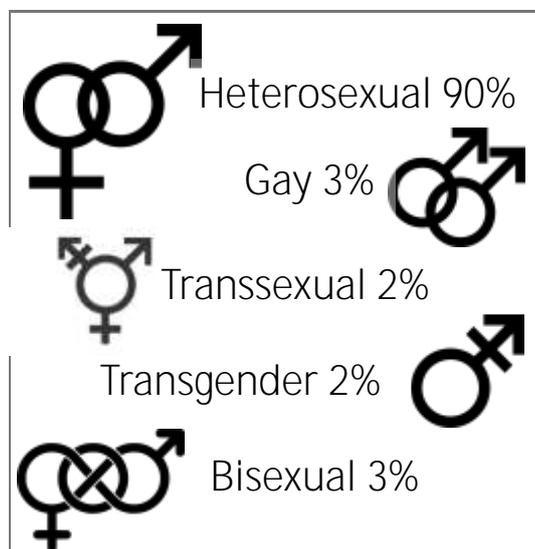
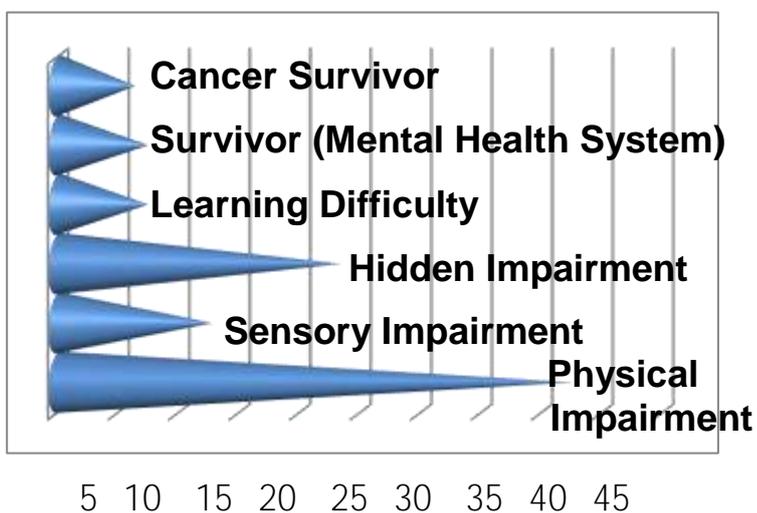
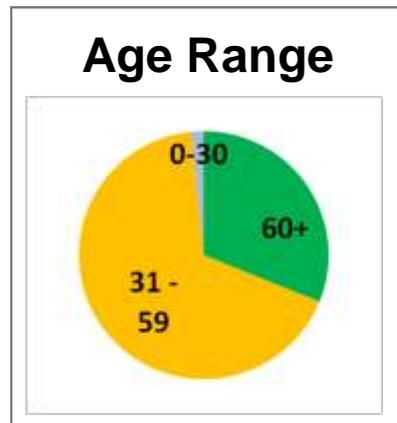
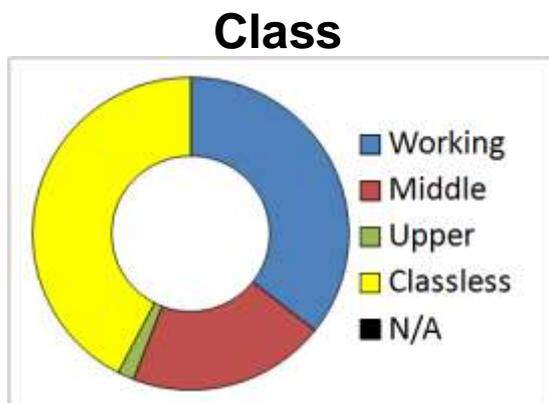
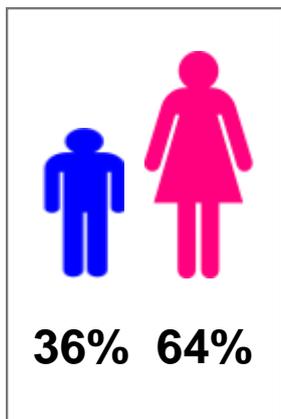
- Membership of SPECTRUM is FREE of charge.
- If you support our aims, we encourage you to become a member and help to work to achieve these aims.



Currently, we have 73 members:

- 61 Full Members (84%)
- 12 Associate Members (16%)

Membership Equal Opportunities Monitoring: (of those who returned our monitoring form)





Telephone:
(023) 8033 0982



Minicom:
(023) 8020 2649



Fax:
(023) 8020 2945



Address:
SPECTRUM CIL, Unity 12, 9-19 Rose Rd
Southampton SO14 6TE



E-mail:
info@SpectrumCIL.co.uk



Website:
www.SpectrumCIL.co.uk



Blog:
www.SpectrumCIL.wordpress.com



Facebook: SPECTRUM.CIL
Twitter: @SPECTRUMCIL

SPECTRUM gratefully acknowledges the following supporters during 2014-15:

Southampton City Council

Hampshire County Council

Southampton City CCG

Southampton Solent University

Portsmouth University

Portsmouth City Council

Dept Work and Pensions