



SPECTRUM NEWS

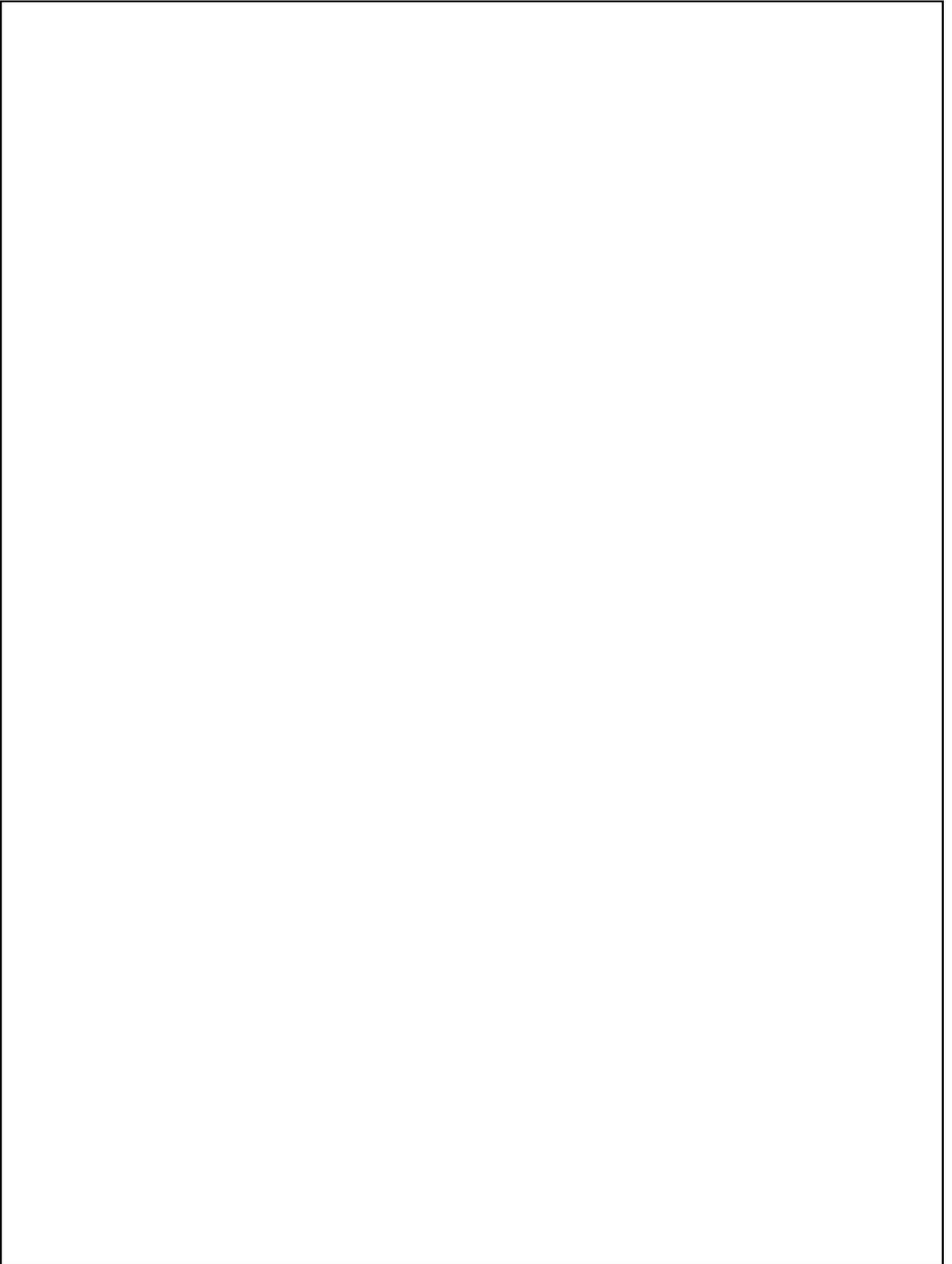
July 2018

Edited By Lesley Long-Price

Think you know
Disabled People...
Think Again

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From the Editor: Lesley Long-Price

Welcome to SPECTRUM's July 2018 Newsletter!

We kick off this newsletter with an article from our Chief Executive that looks at the history of SPECTRUM over the last 20 years since he has been Chief Executive and the social, political and economic background we have been working in over that time.

Then Gerry outlines the case for a right to Independent Living.

SPECTRUM has been awarded level 3 of Disability Confident and Ross tell us all about what Disability Confident does and stands for.

We are always looking at ways to recruit Disabled People to our Management Committee and Sub-Committees and Steve Polden, Chair of our Management Committee tells us that, 'Your SPECTRUM Needs You'.

Geoff Wilkinson is Chair of SPECTRUM's Access Group and he tells us all about Traffic Regulation Orders.

We spend a day with Michael and running SPECTRUM's payroll services.

Then the Marxist suggests books for us to read in his own unique way.

Next there is a picture of our certificate for the Commanders Award for our work on hate crime.

It is with great sadness that we announce that Robert Droy, Chair of the Personalisation Expert Panel has passed away. He will be greatly missed by everyone at SPECTRUM. See his tributes on page 22-23.

Chief Executive's update

Ian Loynes



20 Years On

Welcome to the Summer 2018 edition of our newsletter, full to the brim as usual with a range of informative and thought provoking articles.

2018 Marks for me a milestone at SPECTRUM. (No, not a millstone!). In the Summer of 1998 I was appointed as 'Acting Co-ordinator' of SPECTRUM. Whilst the job title has been modernised to 'Chief Executive', I have been doing the same job here now for 20 years!! (Well on 11th August 2018 to be exact).

Of course, holding the Chief Executive role in such a well respected organisation as SPECTRUM is a privilege, and one I still feel honoured to hold. But whilst I am doing the same job for 20 years, it is not in reality the same job, SPECTRUM is not the same organisation, and indeed, society and Disabled People's place within it has also changed for good and for bad in that time.

So, I thought this article, reflect on how some things have changed and other things have stayed the same in that time. In writing this article, it has helped me to realise just how much we as SPECTRUM and we as Disabled People have achieved; as well as showing how much is left to do...

When I joined SCIL (As we were called then) in 1995 - as the 5th member of staff - in just one office room. By 1998, when I took over from David Gibson (who was our 1st ever Co-ordinator) we had grown to 9 staff and occupied the whole of the ground floor in Northlands Road. However, we only had 6 months core funding left, and so my first job was to secure funding to enable us to continue... It seems we achieved this well!

1998 also saw the UK Human Rights Act passing into law - recognising our rights in UK courts as well as compelling public organisations – including the Government, police and local councils – to treat everyone equally, with fairness, dignity and respect. Of course, despite the Human Rights Act, Disability Discrimination Act, Equality Act and the UK adoption of the UN Convention on the Rights of Disabled People ... Disabled People are still waiting for a meaningful implementation of those rights ...

20 years ago and sadly - we are still waiting for our rights!

Of course, Human Rights and Independent Living are the fundamental aims of SPECTRUM... aims that have stayed the same since we formed in 1984. Gerry Zarb outlines our 'Case for Independent Living' later in this newsletter.



Staff Team in 1995: David Gibson, Rebecca Longley, Hazel Peasley, Janet Marshall & Ian Loynes

Chief Executive's update

continued

But to claim that nothing has changed for Disabled People since 1998 seems to me to be underplaying what we have in fact achieved. Whilst we still have very few immutable 'rights' as such, we do have far better provision of public transport, access to buildings, employment opportunities, and a much fuller adoption of Direct Payments (albeit massively underfunded and rationed). So, whilst things are by no means perfect, in many different ways, the 'lot' of Disabled People has improved in the last 20 years.

Sadly though, as we are seeing, more and more evidence that 'austerity' is being used by the Government as an 'excuse' to cut the provision of public services and particularly essential health and social care services and welfare benefits. In this sense, Disabled and Older People in this Country, the 5th largest economy in the world are being increasingly abandoned by society in the name of cost savings.

The Government has promised to publish a Green Paper on social care in order to allow a public consultation to be held. The Government has said that the proposals in the Green Paper will "ensure that the care and support system is sustainable in the long term". Worryingly though, this Green Paper is rumoured to focus only on social care for Older People – apparently there will be a "parallel process" of work looking at social care for working age Disabled People (although it does not appear that there will be a Green Paper covering this group).

SPECTRUM sees a proper solution to the crisis in social care as critically important - and for that reason, assuming it is published by the 25 July as promised, we will be producing a SPECIAL EDITION of our newsletter to coincide with the Social Care Green Paper.

Disabled People can rightfully feel proud of what we have achieved in the last 20 years - even if we still have few, if any, proper 'rights' But equally, we should be very concerned at what is happening in the name of public services - **WE ALL have to continue to FIGHT to create a world which meets the needs of Disabled People and a world which enables us to exist as equals.**

One thing's for sure... Organisations like SPECTRUM will continue to be relevant in pursuing our aims as Disabled People for the foreseeable future!

So what about SPECTRUM over the last 20 years?

Some important things have stayed the same: Our aims and basic structure:

- Our aims: To support Disabled People to live independently, and to campaign for full human & civil rights for Disabled People
- Structure: Membership and peer based and owned, run for and by Disabled People

Chief Executive's update

Continued

And whilst we have a few 'old-timers' on the MC & on the staff & volunteer team, we also have a rich diversity of other people involved at all levels. For all of us, loyalty and commitment to our aims and values are critically important.

We are fiercely independent - we speak up for issues that are important to Disabled People without fear or favour - even to our funders. In fact I believe we are respected for having strong views, based on a clear value and principles base, even by those we criticise. Not only will we say what we believe is wrong, but we will tell them how to put it right - pragmatism is an important part of our DNA.

Lots of things have changed as well...

SPECTRUM are innovators, we are always looking at new ways to support Disabled People to live independently. Sure we still provide Direct Payments support, and advocacy support; But we also have had a lot of services come and go in the last 20 years:

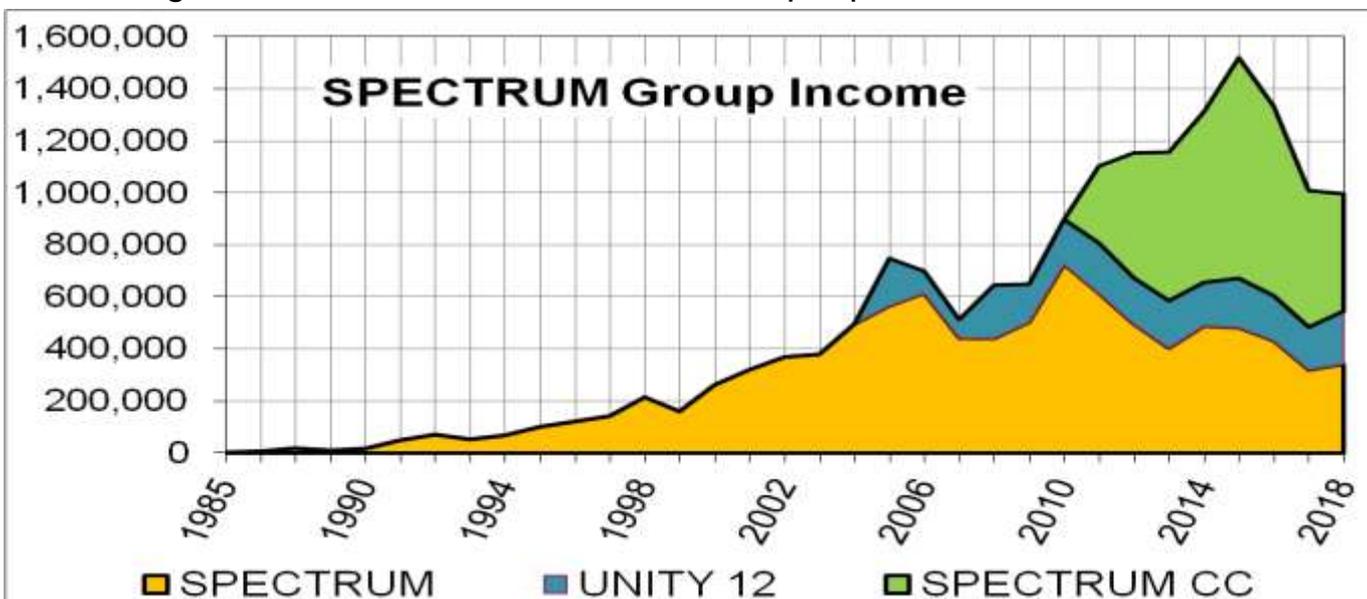
- PA Recruitment Service
- Inclusive Education
- Disability Equality Training
- Community Navigation
- Student Social Worker placements
- Employment Support
- Personalised Care Agency
- Accessible Conference rooms and offices
- Hate Crime awareness raising & support
- And many others...



SPECTRUM recently achieved the highest level 'Disability Confident' accreditation

SPECTRUM now has two subsidiaries and we own an 11,000 square foot building.

We have grown a lot from our humble roots, in people, and also in financial terms:



Chief Executive's update continued



SPECTRUM recently received an award for our Hate Crime leadership work



SPECTRUM are leading participants in **Southampton City's Jobs Fairs** - speaking and advocating for employing Disabled People

And what of the future... what will the next 20 years bring?

Well, for one thing, it is unlikely I'll be writing this article in 20 years - I'd be 75 years old! (And it doesn't bear thinking about that!)

Whilst I'm sure SPECTRUM will continue to be necessary in 2038 if we are to improve Disabled People's 'lot' (*call me a pessimist, but I suspect that this will still be 'work in progress' in 2038*), **but we do not have a divine 'right' to exist**. We will have to work hard, as we have always had to do, to survive and to thrive.

I hope in 20 years time we will have helped to prove beyond doubt that Independent Living is the right way forward for ALL Disabled People, and that we will have shown that 'Independent People' are a more cost-effective solution to society when compared to keeping us in institutions and wasting our lives as well as what we have to contribute to society and the economy.

And for SPECTRUM... I hope that we will be providing services for all 12 of the Basic Rights to Independent Living. Currently we still only scratch the surface of what we could be doing.

Actually this is my first serious pitch to add a 13th & 14th Basic Right to the list:

- A right to fully accessible Internet & computer based technology
- A right to socialise freely and engage as equals in family life

And finally, I hope we will be fully financially independent in 20 years - that is generating enough income to provide whatever services Disabled People want us too. At the moment we are too dependant on what funders will pay us to do.

A right to Independent Living

By Gerry Zarb



This article looks at the significance of Independent Living to social inclusion, the links between Independent Living and the Social Model of Disability, and the barriers to Independent Living that Disabled People face. It also outlines the prospects for achieving legally enforceable rights to Independent Living for all Disabled People.

Why is Independent Living a rights issue?

The concept of Independent Living is a very simple one, and mirrors the essential principles of the Social Model. Basically, Independent Living means Disabled People having the same choice, control and freedom as any other citizen – at home, at work, and as members of the community. Any barriers to Independent Living can therefore be viewed as having a direct bearing on Disabled People's freedom to exercise their human and civil rights. In other words, full participation and inclusion can and must be built on the foundation of Independent Living.

The essential principle of Independent Living – that Disabled People should have control over their own lives – was also central to the Social Model solutions to end exclusion and segregation originally proposed by the Union of the Physically Impaired Against Segregation (UPIAS) in the *Fundamental Principles of Disability*. Similarly, there have always been strong links between the political organisation of the Disability Movement, its re-definition of the 'problem' of disability and the collective challenge to discrimination.



But, there is little understanding (outside of the movement itself) however that Independent Living could, or should be, established as a basic universal human or civil right. Even in the UK where there has been considerable expansion in availability of resources like direct payments, access to Independent Living is still essentially granted on a discretionary, rather than mandatory basis. There are also considerable restrictions on both the levels of resources people can receive, and on the ways in which they are allowed to use these resources.

A right to Independent Living

Continued

One of the main reasons for these restrictions is that removal of all of the barriers to Disabled People's full social and economic participation requires practical action across a variety of social and economic sectors such as education, transport and employment. Public support systems on the other hand typically have great difficulty linking all of these actions together and, instead, tend to have different administrative functions to deal with them separately. So, for example, Disabled People might be eligible to receive services to enable them to access personal assistance at home, but not at work. Similarly, assistance with travel might be available for certain activities (going to school or to the shops, for example), but not for participation in social or leisure activities.

This almost universal problem is not just about the inefficiency of public support systems. More important still is the issue of controlling public expenditure and the negative impact this has on older and Disabled People. Put crudely, removing all of the barriers to Disabled People's full social and economic participation is considered to be simply too expensive when compared to meeting the costs of other social and economic priorities.

Establishing a right to Independent Living

Establishing Independent Living as a human or civil rights will of course mean much more than simply removing the barriers in existing support systems – although that objective remains absolutely crucial. Ultimately, even more fundamental rights of citizenship would need to be established in order to invert (or subvert) existing common sense understanding of Disabled People's excluded and segregated position in society. The problematic nature of this challenge can be illustrated by consideration of how the concept of rights to Independent Living might compare to existing rights of citizenship, as these are commonly understood.

Existing debates about civil rights imply an important distinction between what might be called 'essential' and 'conditional' rights. Essential (or immutable) rights are those that relate to barriers which no reasonable person could view as acceptable as a normal condition of citizenship (such as the freedom to develop social relationships, and engage in family life). Conditional rights on the other hand relate to barriers which, potentially, all citizens might face at some point – albeit not necessarily as a consequence of disabling social structures, institutions, and attitudes. Examples include the restricted freedom of choice over type or location of housing or financial insecurity.

A right to Independent Living Continued

However, in reality, it is probably fair to say that very few rights of citizenship are unconditional in the sense that they are associated with guaranteed material outcomes. For example, the Human Rights Act 1998 states that all citizens have the right to work but in practice that only confers a right of opportunity to work (not a guarantee that work will always be available). In the context of the right to independent living, the implication is that there might be a distinction to be made between rights to services, resources and other entitlements that enable equality of opportunity and equality of access and those that would, if enforced, guarantee certain material outcomes.

People who are not convinced about the need for a right to Independent Living might argue that, by advocating the social model of disability, we sometimes stray over the line between equality of opportunity and guaranteed outcomes by advocating complete removal of barriers over and above those faced by all citizens. But, in some cases guaranteed material outcomes are essential precisely because of the fact that, without them, Disabled People cannot have equality of opportunity or access. Obviously we could argue that things like personal assistance, facilitated decision making and the removal of material access barriers fall in to this category. But something like the right to a completely secure living environment might be less clear-cut on the basis that, arguably, this is not something that any citizen can be guaranteed.

Such equivocation is potentially very dangerous as it opens up the possibility of Independent Living being seen as a conditional rather than an essential right of citizenship. Full inclusion cannot be achieved without the level playing field that establishing a right to Independent Living would create.



Disability Confident

By Ross Smith



Through the Disability Confident Campaign, the Government is working with employers to remove barriers, increase understanding and ensure that Disabled People have the opportunities to fulfil their potential and realise their aspirations.

Given that SPECTRUM has these objectives at the very heart of its existence, it was obvious that SPECTRUM should seek to be accredited to highest standard available – Level 3. This means that not only does SPECTRUM meet the criteria of Disability Confident in all its employee selection and retention procedures, it also demonstrates Leadership in the arena of promoting the concept of Disability Confident to all other organisations, be they partners or customers.

Disability Confident accreditation consists of three levels:

- Level 1 is a basic registration process and requires simply a basic level of commitment to improve the employment of Disabled People.
- Level 2 is a self-assessment exercise requires the employer to self-assess their business against a set of statements grouped into 2 themes: getting the right people for your business, and; keeping and developing your people. For each theme, you will need to agree to take all the actions set out in the core actions list and at least one from the activity list.
- Level 3 involved accreditation by a third party organisation which already has achieved level 3 accreditation. SPECTRUM worked with Possibility People of Brighton to achieve this. As a Level 3 ‘Leader’ you agree to act as a champion for Disability Confident within your local and business communities. You will encourage and support other businesses in your supply chains and networks to become Disability Confident. In doing so, you will be showing Disabled People that you are leading the way in getting every business to become Disability Confident.

Unlike the often discredited “Two Ticks” scheme that Disability Confident replaces, this accreditation has to be renewed every three years. This will not pose a problem for SPECTRUM as the organisation will continue to promote equality in employment for Disabled People in a vociferous manner as we always have. SPECTRUM is now in a position to assist other organisations achieve Disability Confident accreditation. If you would like to know more please contact Nicola Gillie, our Human Resources and Performance Manager, for further information.

Nicola Gillie

Tel: 02380 202642, Email: nicola.gillie@spectrumcil.co.uk

Your SPECTRUM Needs YOU

By Steve Polden (Chair of SPECTRUM's Management Committee)

SPECTRUM's Management Committee is very keen to recruit SPECTRUM Members onto our Committee.

Our Committee has a maximum of 9 members, with a third retiring by rotation every year, who then have the option of reapplying for election by SPECTRUM's Full Members at the Annual General Meeting, should they so wish.

The Committee is currently underrepresented on it by women of all ages, persons under 60 years of age, those from Black and Minority Ethnic Communities and possibly the LGBT Community.

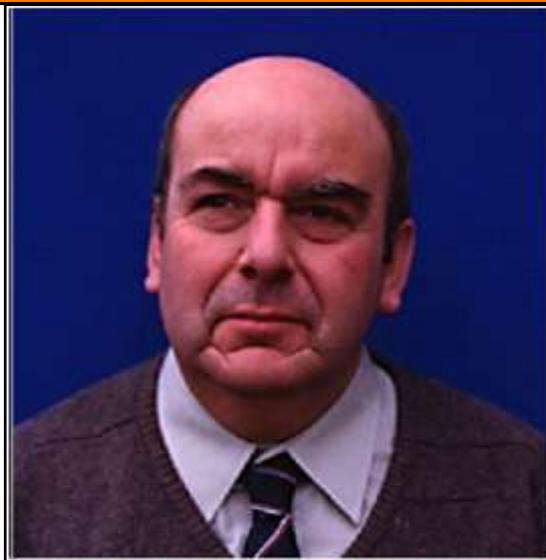
We meet for about 3 hours, with comfort breaks as required, at Unity 12, in the afternoon of the second Tuesday of every month, with mentoring support provided and travelling expenses paid.

Management Committee members are unpaid Directors of all three companies SPECTRUM, SPECTRUM Continuing Care and Unity 12.

The role is not to be taken lightly as, like that of any company's directors they must ensure that the organisation works within the rules of its constitution, policies, practices, aims, values and principles; acting within the law and any contractual agreements and obligations entered into.

But please don't let this put you off, I just need to point out that being a director is more than just an opportunity to make friends, gain confidence and new skills and a sense of extra worth, and adapting part of President John. F. Kennedy's inaugural 1961 speech:-,

It is not just what our SPECTRUM can do for us, but what more **We** can do for our SPECTRUM.



Your SPECTRUM Needs YOU Continued

The Committee is required to consider the wishes and views of SPECTRUM's membership, and to act on their collective specific instructions and act in the best interests of members at all times.

Any Full Member of SPECTRUM, aged 16 years or above, who has been so continuously for at least a year, can put them self forward for election at an Annual General Meeting, or can be co-opted onto the committee (that is by the choice of its existing members) during the year if a vacancy occurs.

Co-opted temporary membership of the Committee is also open to Associate Members, aged 16 years or above, who have those skills and experience that the Committee needs but does not currently have.

Sadly we currently struggle to be a strong committee as we lack enough people with the necessary time, energy, adequate health, and relevant skills and experience to meet our legal obligations, and adequately serve SPECTRUM's Members and Staff.

Any SPECTRUM Member interested is invited to join our meetings, for part or full time, in person or by phone, to observe and find out more about what goes on and what we do.

I have been a director of SPECTRUM for some fifteen years, and in that time, if I remember correctly there have never been more applicants than vacancies. I hope that when I am up for re-election that with your participation I face stiff competition for a place.

Want to find out more about it, then why not contact me, details are given on the last page of this newsletter.

Hope to hear from you if you so wish, even if it is only to say why you think the Committee is not for you, we are open to change.

Traffic Regulation Orders

Continued

While the implementation date listed on this site is the date on which the TRO becomes active, it cannot be enforced until any necessary changes are made to the roads affected and related signage which may not be complete by this date.

If a party is dissatisfied with a decision made by an executive member, he or she can lodge a complaint with the ombudsman for investigation, while if it is thought that a TRO has been made without due regard to the appropriate final Public Notice.

Temporary TROs are generally associated with long-term construction or utility works where it is necessary to close, or partially close, a road or footpath for the duration of the works. There is no objection period for Temporary TROs, and their maximum duration is 18 months.

Finally, the vast majority that I receive that are authorised by Southampton City Council with the following wording:

In authorising the advertisement of these proposals the Council has given consideration to its duty under s122 of the Road Traffic Regulation Act 1984 to secure the expeditious, convenient and safe movement of vehicular and other traffic (including pedestrians) and the provision of suitable and adequate parking facilities on and off the highway (while having regard to the matters specified in s122 subsection (2) of that Act).



Direct Payments– A day in the life of....

By Michael Grimmett

Around March 2018, Amy Fenn informed me she was leaving SPECTRUM. After a meeting with management it was decided that I'd run and be responsible for SPECTRUM's Payroll Service (I know, very grown up.)

I shall attempt to talk you through the day to day duties, responsibilities and attributes as a Payroll

Administrator...These attributes / skills are not ones you'd usually akin with me, so it has been a very steep learning curve.



1. What skills do I think are essential to do my role?

- Time management and organisation – Payroll is so deadline driven that I have to organise my time and prioritise my workload efficiently and effectively. This is something I feel we always struggle with, but I now have my own system (of sorts) in place, but it has taken two months to get there.
- Attention to detail – obviously as you're dealing with figures and people this is key to ensure everything is processed as it should be and to pick up any potential issues. I feel this is very key to the role and is something I've had to get very good at.
- Communication skills – working in this environment, you're dealing with people who have varied needs / requirements, so the ability to communicate articulately with everybody is vital. Also, being able to communicate with your colleagues to ensure work is completed to a high standard and on time.

2. What does a typical day in the office look like? (tasks, responsibilities etc.)

- I work from a shared inbox where work is categorised to individuals, so this is the first point of call. I assess the work that has come in via email and I then work in date order to ensure the oldest emails are dealt with first.

Direct Payments - A day in the life of.....

Continued

- As well as the Inbox, I have a basic task list that I work from.
 - As a team lead I also support the members of my team.
- 3. What is the most rewarding aspect of the job?**
- Many people don't know much (if anything) about Payroll, however everyone wants to be paid correctly and on time! It's really rewarding to provide such a vital service to people each month.
 - The payroll service was mainly setup for people that receive Direct Payments from the council to employ Personal Assistants to live independently. It is great for SPECTRUM to be able to assist people in need of our service.
- 4. What the most challenging or difficult aspect of my role?**
- There are constant deadlines with Payroll as I have to manage differing pay frequencies - for example: mid month and end of the month. The role can therefore be very demanding, which is why it's so important to prioritise your workload and be as organised and efficient as possible.
 - The end of the month in Payroll is generally the busiest time of the month, as that's when the majority of people get paid. This can make working in a Payroll environment challenging, however it's really satisfying when all of the work is completed for the month or the relevant period.
- 5. What advice would I give to someone looking to move into a similar role?**
- You have to be able to manage and prioritise your own workload to move into a role in Payroll
 - Don't think if you have no prior Payroll experience then you won't do well in the role - I started without any knowledge and within 2 weeks I went from knowing the real basics to running payrolls! If you're a fast learner and are efficient you can do really well in this role.

A very good read for Marxists

A Very Good Read for All Marxists

Yes dear comrade, I have two books I can recommend for your holiday reading: "Stalin - the Court of the Red Tsar" and "Harry Potter and the Goblet of Fire".

Oh yes you may say, what a Marxist reading Harry Potter and the Goblet of Fire? Well comrade, my answer to you is that Hermione Granger in my opinion is one of the most politically active characters within this entire trilogy of books. In fact the title should read "Hermione Granger and the Goblet of Fire" as she combines all the skill necessary to make a good political leader. She is ethically minded, extremely energetic and has the ability to put up with fools whom sadly appear to be all of the male gender. So without doubt, if you want a good laugh I can recommend this book, especially the part just after the Quidditch World Cup when one despicable wizard (please note wizard, not witch) is trying to claim for a twelve room tent plus Jacuzzi when in reality they actually slept under a sheet and four twigs. Perhaps this reminds one or two of you of MP expenses such as moat-cleaning or purchasing an elaborate duck-house. Without doubt this book, as have the Philosophers Stone and the Chamber of Secrets, has had me in howls of laughter, and I can't wait for the next one.



Oh yes, you may say, what about "Stalin – the Court of the Red Tsar"? Well there is one humorous comment on page 256, near the bottom, but you'll need to put your reading glasses on.

The Marxist

Commanders Award for Hate Crime



Commander's Certificate of Congratulations

Awarded to
Mr Ian Loynes
CEO Spectrum

In recognition of the commitment and dedication of Spectrum lead, CEO Ian Loynes in voluntarily supporting and developing the third party hate crime reporting network thus improving community cohesion across Southampton.

Alison Heydari
Superintendent

Date

Tribute to Robert Droy



It is with great sadness that we have to inform you that Robert Droy Chair of the Personalisation Expert Panel (PEP), has passed away.

He will be greatly missed by everyone at SPECTRUM.

Its a time to reflect on the good times we had together. For example I took the photographs at Robert and Garths wedding. Robert liked to go out for coffee and I went out with him sometimes.

Robert worked tirelessly for the rights of Disabled People and for Disabled People to live independently.

Robert starting work at SPECTRUM in 1998. Robert worked as a Direct Payments Support Worker and then Independent Living Team Leader at SPECTRUM. Then as Chair of the PEP.

All our best wishes go to Garth his partner, and family and friends at this very difficult time.

Tributes:

Most importantly for me, Robert, was loyal through and through to SPECTRUM and implacably committed to working for human rights for all people - never afraid to be a lone voice for what he believed in.

Ian Loynes

Robert Droy a powerful advocate within the disability movement, a great inspiration to me and someone I enjoyed working alongside. The balance of passion for the cause and great intellect blended with diplomacy and great wit made him an immense individual. It has been a great honour to know him and to work with him over the years, I and the team at All Inclusive CIC will miss him.

Iain Speed

RIP Robert Droy. I will miss you greatly as a consultant a colleague and a fantastic friend of mine. Your amazing know how to get the best from others you work alongside. Was something I will always remember for many years to come.

Ross Smith

Society has greatly benefitted from Robert's humour, numerous skills and abilities to, amongst many other varied projects, bring together Disabled People to work very successfully with Service Providers and others to resolve otherwise unsolvable issues for mutual benefit.

Steve Polden

Tribute to Robert Droy

Continued

I first met Robert Droy about 20 years ago when I wanted to have more control, choice and vision in my life. I was his first home visit regarding Direct Payments (a form of social care), little did I know what a 'behind the scenes' influence he would be.

He helped me apply for funding for support at university, when I left university he advised me of jobs that I could apply for. When I gave a presentation on the correct subject (long story), he became my manager / mentor. Always providing wit and banter, mixed with the odd telling off..

His humour, know how, kindness and a rare ability of whenever he talked - you listened, are just some of the things that I'll never forget and treasure forever...

Michael Grimmett

Amidst life's brutality you lived life to the max, at times your risk taking was just hair raising!

Your ability to get to the important stuff was uncanny, you would talk about the practical stuff; in all things you worked for an equal world for Disabled People.

I'll see you in Starbucks Robert, coffee is on me.

Well put the world to rights, and I will leave with the important stuff to think about, an alternative view of the world - for this and so much more I will miss you x

Berni Vincent

"When I think about Robert I smile, his personality was awesome. I have 10 years of memories with Robert which I will hold dearly. It was a pleasure to have been his friend; I will miss him immensely".

Julie Wall

Robert was a tremendously articulate and passionate person, as anyone who ever met him would agree. Personally I always found Robert to be a very warm and kind individual who was always willing to lend a hand to others. He was also extremely knowledgeable, but wore his knowledge lightly and was never anything other than friendly and approachable. Many people have spoken to me of their sadness at his passing and there is no doubt that he will leave a large gap in many lives, but will always be remembered with huge fondness and affection.

Jennie Musson



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