

Developing Practice, Enriching Lives Annual Review 2016



Scottish
autism
scottishautism.org

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“My association with Scottish Autism goes back almost thirty years. I have been privileged to have known so many good and truly talented people over this time continuing to push boundaries and advance standards with and on behalf of autistic children and adults and their families.”

*Richard Mills,
Research Director at Research Autism*

About Us



Watch our 'About Scottish Autism' video online at – www.scottishautism.org/about-autism

Scottish Autism is dedicated to enriching the lives of people with autism.

Although we are primarily a service provider, sharing our knowledge and experience with parents and professionals is a key part of our approach to the delivery of high-quality services.

We do this through our Knowledge Share seminars across Scotland, our online support programme for parents and carers and a dedicated team of Autism Advisors who are on hand to provide emotional and practical support.

Our Centre for Practice Innovation provides an opportunity to bring together research and practice development initiatives and acts as a focal point for relationships with our peers and colleagues in the wider research world.

Our drive for continuous organisational improvement is underpinned by the adoption of the Public Service Improvement Framework (PSIF). Similarly, continuous improvement in our practice and service delivery is supported by the use of the Autism Practice Improvement Framework (APIF), a bespoke adaption of the theory and methodology used in PSIF.

We are the largest provider of autism-specific services in Scotland and a leading authority and advocate for good autism practice. Collaborating effectively with the Scottish Government, local authorities and other charities, we help to inform practice, strategy and policy on autism in Scotland.



Chairman's Report



Dr Paul Prescott, Chairman

We have chosen the theme Developing Practice, Enriching Lives for this review. Scottish Autism is committed to improving its offering and generating solid evidence of the efficacy of that offering for our service users.

Scottish Autism continues to strengthen its quality brand and passed a significant milestone when we achieved Quality Scotland's Three Star Recognised for Excellence Award. The organisation has continued working within the Public Service Improvement Framework (PSIF) with a view to upgrading this award in 2017.

In addition we won the 'Not for Profit Organisation of the Year' award at the Clackmannanshire Business Awards and our Gartinn Nature Group won at the Autism Professional Awards.

Our participation in the community of autism at home and internationally continued apace. The following is a small selection from a packed schedule of events and achievements:

- A new series of Knowledge Share seminars began in Falkirk, Renfrewshire and the Borders.
- Scottish Autism presented at a three-day seminar in Cyprus, run by the Cyprus Autism Association, delivered a workshop at a BILD conference in Northern Ireland and closer to home chaired the National Autistic Society's women and girls conference in Falkirk.
- Our collaboration with the Aarhus Kommune from Denmark continues and is proving to be a valuable experience for both parties.

Cathy Scott left the Board after long and distinguished service. We thank Cathy for her contribution to Scottish Autism's development. However, we have continued to strengthen the Board and are delighted to welcome Dr Andrew McKechnie from the University of Edinburgh who is active in research into autism. We also welcome Mrs Peigi Macarthur who brings strong knowledge of education to the organisation.

The record this year shows substantial progress made towards our goals and I commend this annual review to all our stakeholders.

Chief Executive's Report



Alan Somerville, Chief Executive Officer

The pressure on our organisation caused by the ongoing freeze on local authority funding continues, now compounded by changes in employment legislation which have added significant extra costs at a time when we cannot increase our prices. However, we did achieve growth in our services, which allows us to continue our programme of development in knowledge management, research and quality improvement.

We have embarked on a significant programme of enterprise architecture which we call 'Fit for the Journey'. We expect that this will greatly improve our business systems, reducing the time staff must spend on administrative tasks such as rota planning and generate more management time for our real purpose which is providing autism services.

Our Centre for Practice Innovation provides a focus for practitioners, researchers and organisations to collaborate, share knowledge and shape innovative autism practice. The following is a small selection of the outputs:

- A project report was produced following a two year collaboration between RNIB, Edinburgh Napier University and ourselves. This report shows the benefits of educating autism practitioners in vision awareness.
- We joined the UK's Good Autism Practice Journal's management group as a co-opted member, sharing our experience as a service provider.
- Two of our staff wrote a new practice guide for social care practitioners titled, 'Peaceful, Pain Free and Dignified: palliative and end of life care for people on the autism spectrum', which is published by BILD.

As always there are far too many stories for me to comment on here and so, in conclusion, I would simply like to express my sincere thanks to all our staff for their hard work and dedication in continuing to move the organisation forward in the quality of the services it provides, supporting and enabling people living with autism in Scotland.

Timeline 2015/2016

APRIL 2015

Get Set 4 Autism project launches across Argyll and Bute

Cinemas across Scotland screen our 'What is Autism' animation

Charlene Tait appears on STV Glasgow News to raise awareness of autism

Charlene Tait joins a panel discussion which follows a special screening of the film 'X+Y' at the Macrobert Arts Centre in Stirling

Knowledge Share seminars commence in Falkirk, Renfrewshire and the Borders

Coffee morning for supporters held at New Struan School

MAY 2015

The first edition of Share magazine is published

New videos are produced to promote our range of adult services

Cafe Kudos celebrates its 10 year anniversary

Internal award ceremony for Gartniny Nature Group to celebrate a win at the Autism Professional Awards

Charlene Tait and Mary Hamilton present at a three-day seminar in Cyprus, run by the Cyprus Autism Association

David Harkins and Vicky McMillan deliver a workshop at the BILD conference in Northern Ireland

JUNE 2015

Awarded a 3 star Recognised for Excellence Award by Quality Scotland

Swim for Autism challenge begins with over 100 swimmers signed up

First in the series of autism research seminars funded by the Economic Social Research Council (ESRC) takes place in Edinburgh

Our new Right Click programme for parents and carers of adults launches

JULY 2015

We secure £51,531 funding from the Scottish Government's Direct Funding for the Voluntary Sector, Adult Community Care Grant Scheme, so that we are able to develop online support for women and girls on the autism spectrum

Family Fun Day to mark the 10 year anniversary of Oban Saturday Club

Jackie Latto signs the Charter for Involvement on behalf of Scottish Autism

AUGUST 2015

We secure a donation of £135,000 from Lyreco to fully fund the continued development of our online support programme, Right Click

Dundee's annual A in the Park event sees around 50 people attend

A cohort of staff attend Emotion Works training (an educational based communication system to help people with autism communicate how they are feeling)

SEPTEMBER 2015

We win the 'Not for Profit Organisation of the Year' award at the Clackmannanshire Business Awards

Project report launches following from a two year collaboration between RNIB, Edinburgh Napier University and ourselves. This report shows the benefits of educating autism practitioners in vision awareness

We attend the Scottish Learning Festival and Kidz Scotland, where we speak with over 500 delegates

David Harkins presents our Recognised for Excellence journey at a Quality Scotland event

We attend the first international conference on wellbeing hosted by Studio III

Charlene Tait chairs the National Autistic Society's women and girls conference in Falkirk

**OCTOBER
2015**

Digital brand campaign 'Scottish Autism puts the IS in autism' launches

We join the Good Autism Practice Journal's management group as a co-opted member, sharing our experience as a service provider

We reach the fundraising target for the New Struan School playground appeal

We have a kick start meeting with Research Autism and Newcastle University for the Future Security project which looks at the intolerance of uncertainty in adults with autism

We attend Independent Living Show Scotland for the first time and speak to over 150 delegates

Our Centre for Practice Innovation first anniversary seminar takes place

Lucy Chetty, Depute Head at New Struan School, presents at the Annual International Autism conference in Nanjing China

Sa iLearn, our internal staff e-learning resource, is launched

**NOVEMBER
2015**

Our service in Fife celebrates its 20 year anniversary

Our Autism Support Team make a study visit to Autism Northern Ireland to be trained in their Keyhole Early Intervention programme and share knowledge

Charlene Tait speaks on BBC Radio Scotland on topical issues surrounding autism

Mini conference based on communication hosted in our South West Area Service

**DECEMBER
2015**

Two of our staff write a new practice guide for social care practitioners titled, 'Peaceful, Pain Free and Dignified: palliative and end of life care for people on the autism spectrum', which is published by BILD

We attend the 4th Annual Scottish Strategy for Autism Conference

**JANUARY
2016**

We host a special Access Film Club screening with Rory Hoy, which is followed by a DJ set

In celebration of Burns Day a Culture Night takes place at New Struan School

**FEBRUARY
2016**

We welcome Peter Vermeulen from Autisme Centraal in Gent, Belgium, to host a seminar on autism and communication

John Williams, author of "My Son's Not Rainman" presents at our Annual Staff Conference

First wave of staff embark on SVQ 3 and 4 in Health Care with Fife College

**MARCH
2016**

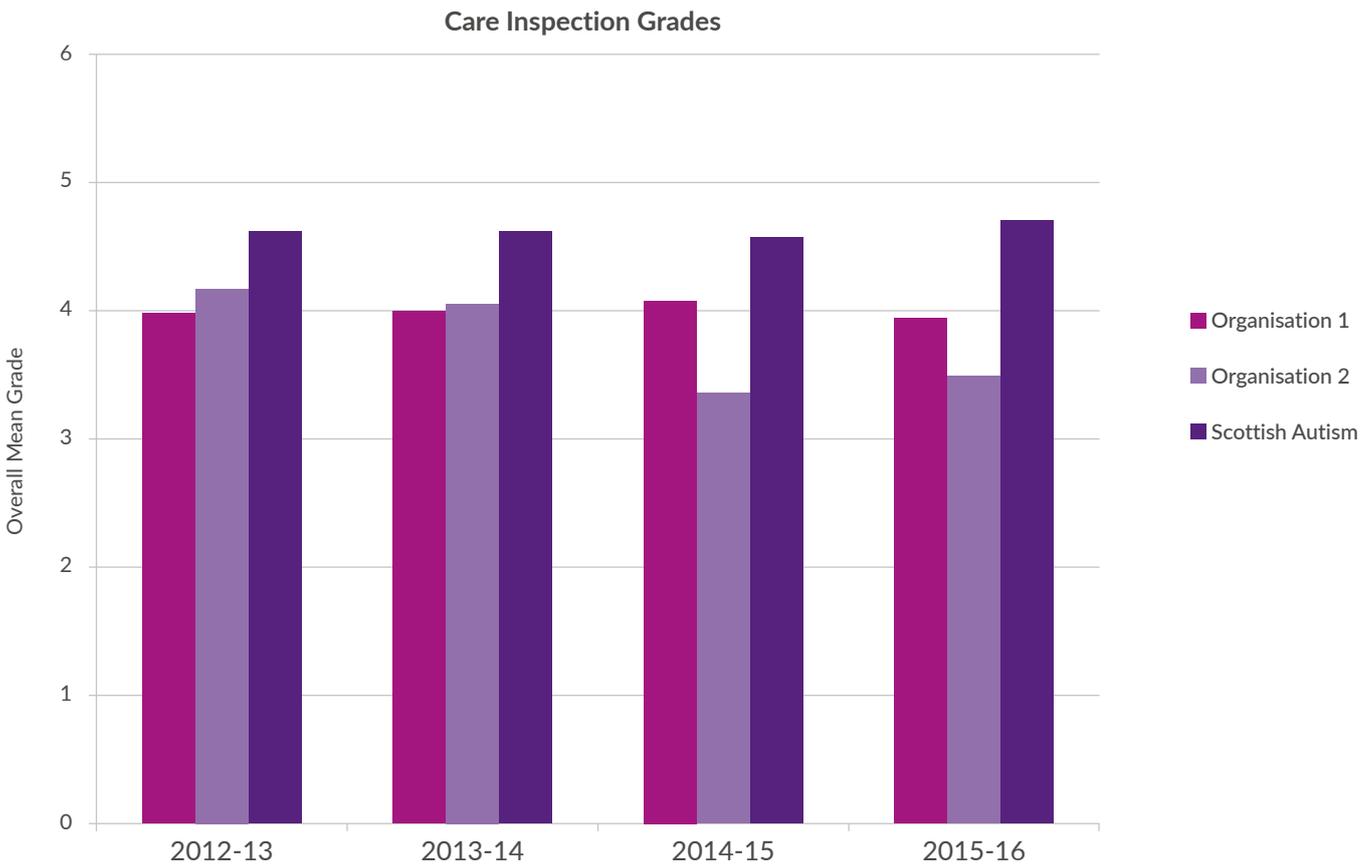
We attend Enquire's Mental Health and Education conference in Stirling

Pupils at New Struan School put on an interactive and multisensory theatre production for families and friends

Our Approach

Scottish Autism contracts with 29 out of the 32 local authorities in Scotland, making us the largest provider of autism-specific services in Scotland. We take a very flexible approach recognising that each person with autism is unique and requires an individual support plan which takes into account their interests and motivations as well as addressing key challenges they may experience. Quality is at the heart of our services and we continue to receive positive feedback from our regulatory body, the Care Inspectorate.

Our grades compare favourably with generic care providers and we continue to achieve the highest overall mean grades in our care inspections in comparison to two other national autism-specific service providers, corroborating the success of our approach.



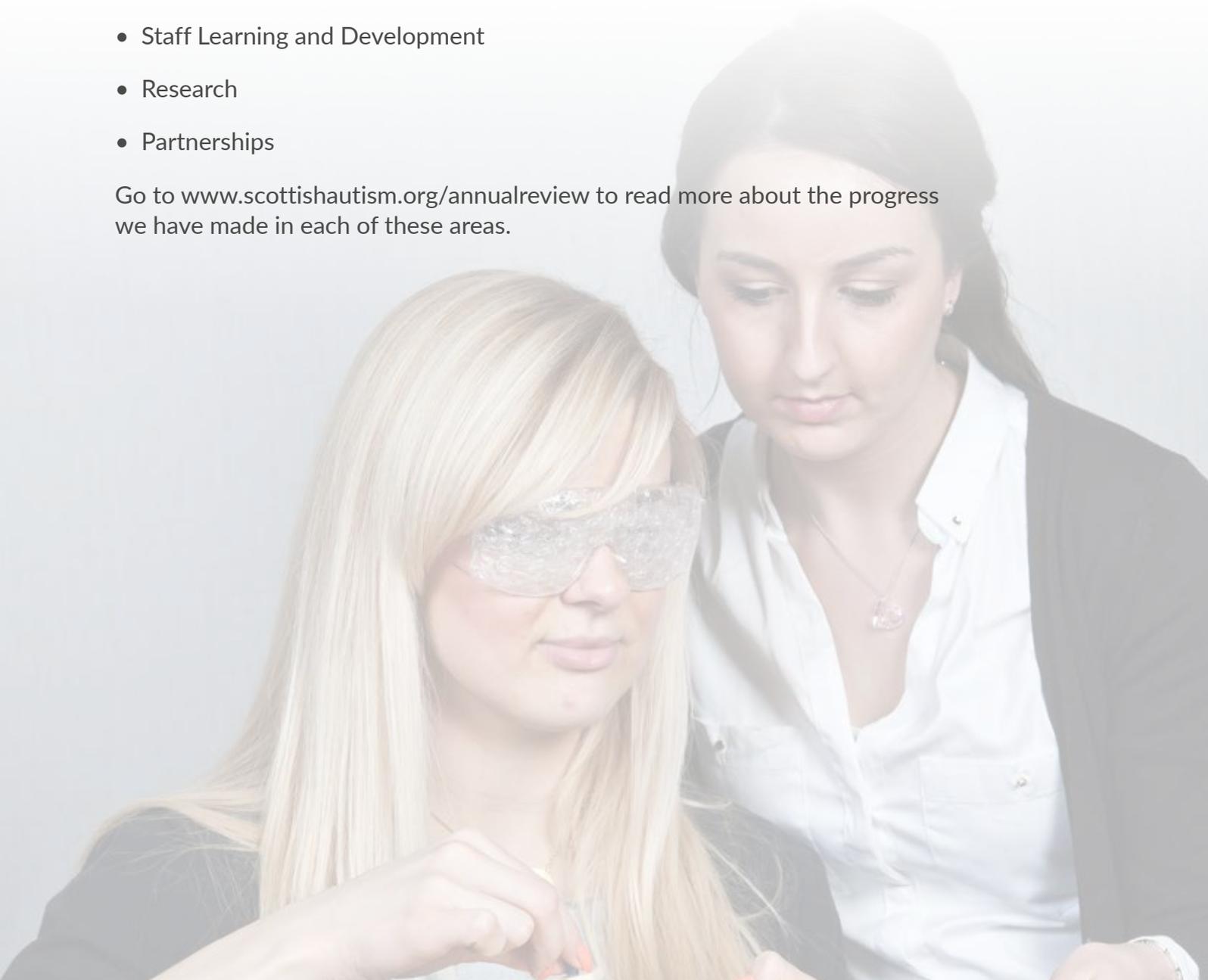
This last year has seen further widening of the gap with 71.2% of all of our care inspection grades at 5 or 6 compared with organisation 1 at 38.9% and organisation 2 at 0%.

Developing Practice

The quality of our services is underpinned by a number of initiatives through which we develop our practice:

- Public Service Improvement Framework (PSIF)
- Autism Practice Improvement Framework (APIF)
- Our Wellbeing Model of Practice
- Autism Trainer Award
- Staff Learning and Development
- Research
- Partnerships

Go to www.scottishautism.org/annualreview to read more about the progress we have made in each of these areas.



Sharing

Between April 2015 and March 2016 we shared knowledge and experience via...

Knowledge share

We delivered our Knowledge Share seminars in three locations: Paisley, Falkirk and Borders, reaching over 300 parents and professionals across these nine events.

External speakers

Peter Vermeulen, Co-Director of Autisme Centraal in Belgium, delivered an inspiring full-day seminar on Autism and Communication to over 70 parents and professionals.

Right Click

In June 2015 we launched our online support programme for parents of adults with autism. Across the three programmes, 407 parents and carers accessed our online support programmes.

Online platforms

On Facebook we had 5,301 new likes.

On Twitter we attracted 1,108 new followers.

There were 199,726 visits to our website.

714 people signed-up to receive our monthly e-news.



OVER
1,100
NEW
FOLLOWERS.



OVER
5,000
NEW LIKES.

Just under
200,000
PAGES REVIEWS.

Raising Awareness



Online Digital Brand Campaign

Based on the theme 'Scottish Autism puts the IS in autism,' for the first time we launched a four week digital campaign in October 2015. The campaign consisted of a series of positive messaging highlighting that whilst autism can result in a range of challenges, people on the autism spectrum have potential, skills, talents and aspirations, and that it is possible to achieve the outcomes that are meaningful to them and their families. An accompanying message of the campaign focused on how we provide a 'spectrum of support for life' to enable individuals with autism and their families to receive the support they require throughout the whole life journey with adverts directing to our Right Click and Advice Line pages on our website.

Delivered via a series of video adverts that appeared across Facebook and parent networking website Mumsnet, the campaign was also further reinforced with a dedicated campaign website page. The campaign aimed to raise awareness of our organisation and the support we offer to families and professionals and we were delighted with the results: over 2000 people visited our dedicate campaign page and there was an almost 300% increase in page views for both our Right Click programme and our Advice Line page.

In the Media

The year has presented us with media opportunities to increase public awareness and understanding of autism and of the support we can offer families:

- Charlene Tait, Director of Autism Practice and Research, featured on STV Glasgow News with one of the individuals we support, Kenneth, who accesses our New Ridgepark Transitional Assessment Service. Kenneth's dad, Sandy, was also interviewed for the programme giving an insight into one family's experience of autism.
- On Autism Awareness Day our brand colour of purple lit up the Falkirk Wheel, whilst during the month of April our logo was displayed prominently on the M8 motorway pyramids. We estimated that our display was seen by over 70,000 people each day.
- We took up another opportunity to raise awareness of autism on BBC Radio Scotland when Charlene Tait, discussed some topical issues around autism.
- Wining the Clackmannanshire Business Award in the 'Not for Profit' category was great recognition of the hard word our staff and individuals with autism do in the Forth Valley area.

Enriching Lives

All of our services focus on improving quality of life and achieving goals which are meaningful to the individual supported. We provide a wide range of flexible and innovative support services for children and adults across Scotland:

- Day
- Vocational
- Support Living
- Outreach
- Education
- Respite and Short Breaks
- Transition

Go to www.scottishautism.org/annualreview to read examples of how we enrich the lives of individuals across our different services.



Fundraising

We would like to say a big thank you to all our supporters who get involved and raise funds for Scottish Autism. Generous donations and fundraising activities help us to reach and support more individuals and families living with autism in Scotland.

Donations fund our charitable activities, including our Advice Line which receives over 1,400 calls per year, Right Click, our online support programme, which has supported over 400 families in 2015/2016, and our Access Film Club for young adults with autism, in partnership with the Glasgow Film Theatre.

Fundraising also helps us to provide additional services for the individuals we support such as art therapy, communication aids, outdoor gyms, sensory rooms and social groups.

New Struan School Playground Appeal

The £145,437 target to fund the new playground at New Struan School was exceeded. The pupils are now enjoying using the new equipment, including a climbing frame, outdoor musical instruments and a swing seat. The new playground has enabled more outdoor learning across the curriculum and helps to reduce pupil anxiety.

"I really like the exercise equipment as I can watch the trains go by" New Struan School pupil.

Corporate Giving

Funding of £135,000 from Lyreco will sustain and develop our Right Click programme over the next three years, and allow us to continue providing valuable online support to families when they need it most.

£5,000 funding from the Clydesdale Bank's Spirit of the Community Award will help us to make banks more accessible for people with autism. We will develop short videos with advice on topics such as how to keep money safe and guard against fraud as well as how an individual can transact online or over the telephone with their bank.

Edinburgh Airport donated £6,814 from staff fundraising activities throughout the year.

Individual Efforts

Alison Hood took part in the Burma Cycle Challenge raising £3,684. Alison is a long-standing supporter of Scottish Autism and has raised over £50,000 since she started fundraising in 2003.

Ken Hanley took part in the London to Paris cycle at the age of 70, raising £5,728. Ken's granddaughter has autism and he wanted to support a charity which helped people with autism in Scotland.

Fundraising

Community Donations

The Ladies Section at Cathcart Castle Golf Club raised £3,875 from various fundraising activities.

The Salvation Army choir based at Ayr Community Church selected Scottish Autism as their charity for their Christmas concert and raised over £2,800.

Merinda and Monica Dillon hosted a charity lunch raising £2,288 for our day service in Hamilton, where Merinda's son Daniel is supported.

Legacies

We are very grateful for donations from gifts in wills to support and develop our services for individuals and families living with autism.

Volunteers

Thank you to all the volunteers across Scotland who get involved and raise money for Scottish Autism.

Staff from Dell helped to improve the sensory garden at our New Ridgepark Transition Service.

Big Lottery (Get Set 4 Autism)

We are now in the second year of five year funding from the Big Lottery for the Get Set 4 Autism project. In partnership with Autism Argyll the project aims to provide post-diagnostic support to parents and carers of children and young people up to the age of 18 years old who have autism across Argyll and Bute.

Thank you to the following Trusts and Foundations for their support:

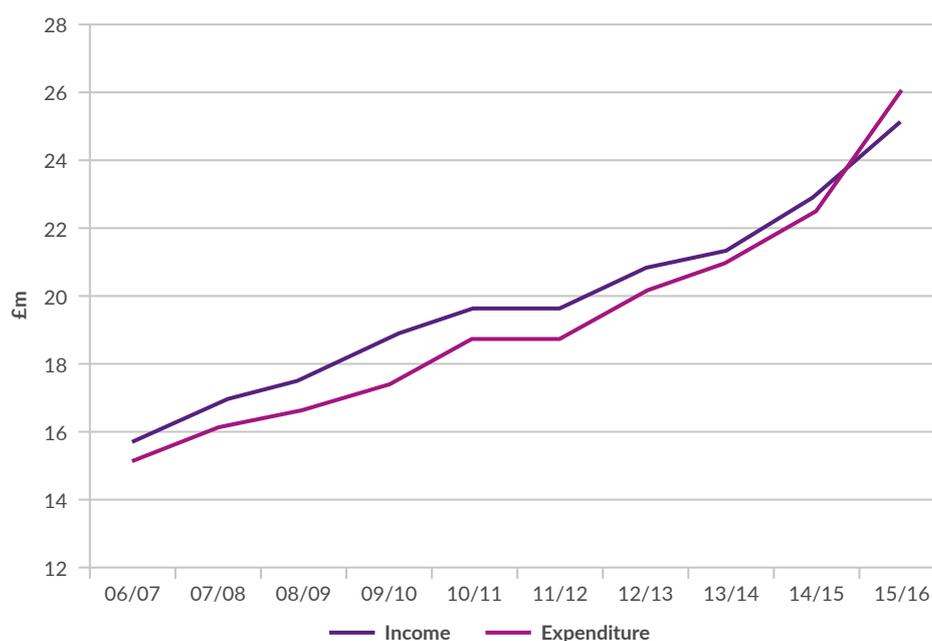
Alexander Moncur Trust	Row Fogo Charitable Trust	The J K Young Endowment Fund
Andrew Patons Trust	Sir James Miller Edinburgh Trust	The James Sim Trust
Big Lottery Get Set 4 Autism	Sylvia Aitken CT	The JTH Charitable Trust
Clacks and Stirling Environment Trust	Souter Charitable Trust	The Kintore Charitable Trust
Dunclay Charitable Trust	Talteg Ltd	The Littleton Trust
Fife Employment Access Trust	Templeton Goodwill Trust	The Lynn Foundation
Garfield Weston Foundation	The Act Foundation	The Nancy Roberts Charitable Trust
James Weir Foundation	The Albert Hunt Trust	The Nethererton Trust
M V Hillhouse Trust	The Astor of Hever Trust	The R S Macdonald Charitable Trust
Martin Connell Charitable Trust	The Beatrice Laing Trust	The Robertson Trust
Miss AM Pilkington Charitable Trust	The Binks Trust	The Ronald Miller Foundation
Miss E C Hendry's Charitable Trust	The Brian Maguire CT	The W A Cargill Fund
P F Charitable Trust	The Gannochy Trust	W M Sword Charitable Trust
Peter Brough Bequest Fund	The Gordon Fraser Charitable Trust	Ward Family Charitable Trust
Reuben Foundation	The Hugh Fraser Foundation	

Growth Summary

In 2015/16 income grew by 9.2%, with fees from core charitable activities – which make up 94% of total income – increasing by 8.2% from £21.9m to £23.7m. Fee growth mainly came from Autism Services, although extended provision placements also contributed to a growth in fee income at New Struan School. Grant-funded income increased this year, largely due to a change in accounting treatment to recognise more income in the year of the award rather than over any award period. Expenditure in future years will reflect the costs associated with delivery of obligations under these grants. Fundraising income increased by 23.4% from £332k to £410k, with costs falling by 11.9% to £203k.

Resources expended on charitable activities increased by 11% to £25.8m from £23.2m, and overall expenditure grew at a greater rate than income. There was a modest underlying operational surplus in 2015/16; however, for the first time in 10 years, expenditure exceeded income, as shown in the graph. The trend has been for reducing operating margins, with the double impact of the freeze on local authority funding, and cost increases through changes in employment legislation. These pressures are set to increase significantly in the foreseeable future. Their impact was compounded in 2015/16 by the requirement to account differently for defined benefit pension scheme charges, which led to the overall deficit.

The balance sheet position remains strong, with net current assets of £7.9m (2015: £7.2m) and total funds of £7.9m (2015: £1.7m), the improvement arising from a significant reduction in the value of the pension scheme deficit at 31 March 2016.



Growth Summary

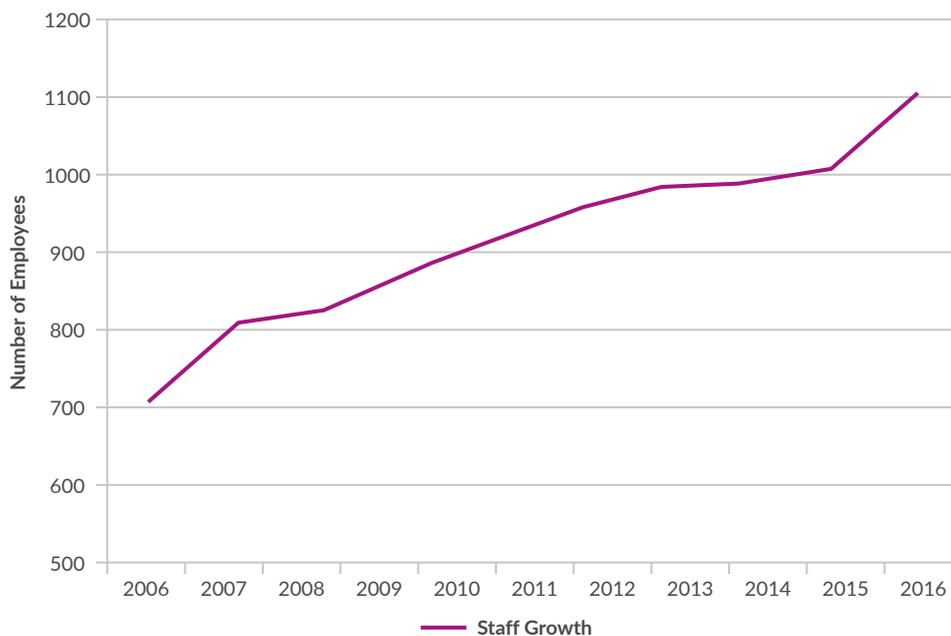
Looking Forward

As we look to the coming year, we will stay focused on embedding a positive model of practice centred around wellbeing, happiness and a good quality of life for the individuals we support.

We will also seek new opportunities to work with organisations at home and internationally, allowing us to spread our knowledge further and learn from others. Furthermore we look forward to extending our offering to individuals, parents and professionals through the development of our online support programme for women and girls.

This review highlights just some of the success stories from across our services. As our knowledge of autism continues to develop, so too does our practice. Going forward we will carry on reviewing and improving the quality of our practice, supporting individuals in new and creative ways.

We recognise that we need to be more efficient, agile and resilient than ever before in order to continue with our evolution and look forward to reporting on the impact the 'Fit for the Journey' programme has on our organisational efficiency in next year's review.



Board Members

Dr Paul Prescott

Alison Leask

Susan Clark

Andrew McKechanie

Alun Morgan

Lindsay Ebner

Sue Fletcher-Watson

Andrew Lester

Colette Robertson

Peigi Macarthur

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Alan Somerville

Chief Executive Officer

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Scottish autism

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