

Nansen Highland

Registered Charity Number: SC 28479
Company Limited by guarantee number: 191841

Registered office:

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Aims and objectives:

- To train and assist in the training of young persons and children so to develop their physical, mental and spiritual capacities that they may grow to full maturity as individuals and members of society, and to instruct and to assist in instructing young persons and children in the principles of discipline, loyalty and good citizenship.
- To relieve young persons and children who are in conditions of need, hardship or distress by the provision of holidays for such young persons and children, and to promote their education in, and care and concern for the countryside.

Chairman's foreword

In the course of the last year, Nansen has progressed towards improving the quality of accommodation for our trainees who are resident with us. For several years we have been aware of the shortcomings of the present accommodation at Black Hill and have been looking for suitable alternative accommodation. A suitable property has been identified in Beaulieu, which will provide better quality accommodation together with access to local services, and transport, which is not available from Black Hill. We are in the process of negotiation the purchase of this property, which we will be able to achieve because of the relative financial security, which we continue to enjoy.

Developments at the Redcastle site are currently underway with the construction of additional training in the form of a small workshop.

The numbers of trainees remain fairly constant and we are acutely aware that developments can only occur in the light of referrals from Local Authority who in turn operates under financial constraints. The service developments can only be cautious.

The staff team remains enthusiastic and committed and provides good quality services to our trainees. Some are engaged in further training and I can only thank them for the work they do and the support they provide to the trainees. We remain fortunate in our non-executive directors, and although it has been difficult to recruit additional ones we continue seeking to do so. I thank the non-executive directors also for their commitment.

Dr Tad Baecker
Chairman

Introduction

Nansen Highland has further grown to almost full capacity. After the last years of successful consolidation, we actively engaged ourselves last year in exploring various expansion plans for the organisation.

The doubling of the organisation has been put on hold, due to various projects running at the same time and due to the apparent lack of commitment from the local authority to actively financially support us in this undertaking.

Developments

We actively started on the development of the physical expansion of our training area in Redcastle Station.

In the summer, a portacabin was acquired. A private meeting room, staff office and director's office has been established within. The previous office space has been further converted into additional training area.

The construction of the workshop has started and is due to finish during the summer.

A suitable property has been found to replace the current residential centre, Black Hill with. The new property is located in the village Beauly. It would provide easy access to the local facilities, including bus connections to and fro from Inverness and Dingwall. It is important to mention that at the time of production of this report, no deal has been signed yet.

The new Statement Of Recommended Practice 2000 articulates that a few new policies need to be developed/updated and refers specifically to mention in the annual report the intentions and actions of the board of non-executive directors on these matters. Nansen Highland's internal procedure dictates that policies are reviewed on an annual basis and due to the SORP 2000, this will receive extra attention in the coming year.

Financial situation

The European Social Funds transitional programme

Nansen Highland has received this year funds from the ESF programme. The transitional programme differs from the previous programme in the fact

that the funds will dry up by the year 2006. By this time, Nansen has to be financially independent from these funds.

In the last few years, the board and management team has structured the organisation in such way that the financial means available are used as effective and efficient as possible. We believe that further curtailing would only have an adverse effect on the delivered service.

The contract Nansen Highland has with the local authority, the Highland Council, is based on the unilateral principle. The Highland Council essentially decides on the funding they will give us and is not based on the economical principle of offer and demand.

The annual increase in the funding received from the council is roughly around 1% to 1.5% despite the 3% at least increase of the social work budget and despite the 3% inflation. This means that in absolute terms, the funding reduces every year by 2% to 1.5%.

Staffing

The board of directors has appointed Mr Bart Lafere as secretary of Nansen Highland. Mr A. Hamilton, previous secretary, left the organisation on the AGM. The board has decided to actively seek for an extra member for the board.

The staff team has remained unchanged. The apprentice has been promoted to training assistant.

The board has decided to change one training assistant's job into residential assistant. This would reduce the pressure of the 'day' staff concerning the residential shifts.

Two co-workers were recruited:

- Clara Freixas, a psychology student from Spain
- Vicky (Victoria) Piper, a social work student from the Robert Gordon University.

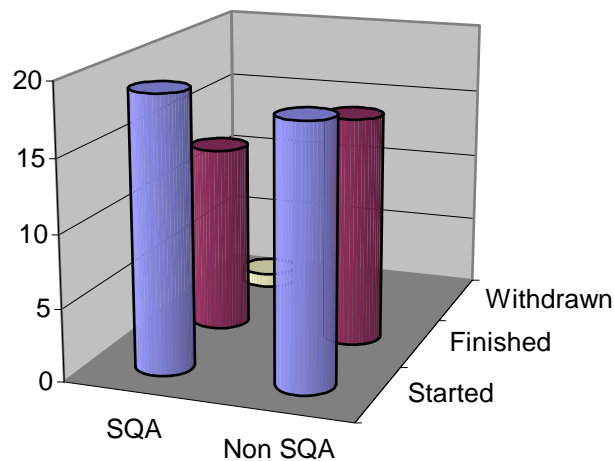
Training

The Skillstart II & III programme has undergone another change in the past year. The new award scheme has been renamed Access 2 and Access 3 respectively, although the award remains fundamentally the same. These awards are still covered under the umbrella of Higher Still.

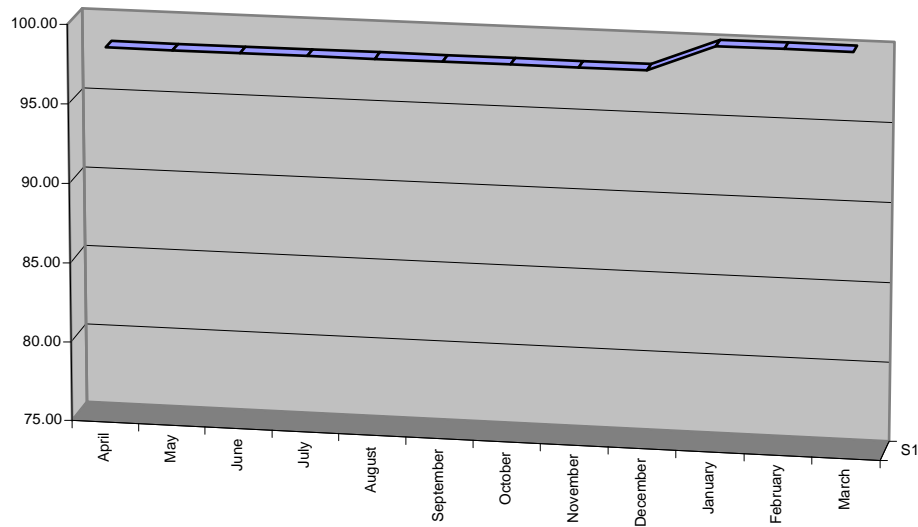
We have also embarked on a new series of awards to make us more ICT friendly. We are now approved to offer Word Processing I and have made in-roads to offer other compatible awards.

The following table shows the number of modules the trainees have been enrolled in, successfully finished and withdrawn.

Training modules 2000-2001



Occupancy 2000-2001



This chart shows the occupancy in percentage of the trainees attending Nansen Highland.

The occupancy, which steadily rose the previous year, was maintained throughout this current year with a minimum of 98% capacity. By the year-end (March 01) Nansen operated a waiting list of 4-5 trainees.

Staff Training

As mentioned last year, Nansen Highland is the first voluntary organisation in its kind in the Highlands to support its staff through the Open University DipSW programme. 3 members of the staff team have embarked on the programme and successfully completed their first year.

We would like to thank the TSB Foundation Scotland for their support in financially enabling us to undertake this venture and to provide replacement staff.

The director has embarked on accreditation of the Practice Teaching Programme delivered by NOSCO, the training forum in the North of Scotland. Although the training was completed in this financial year, the result will be known next year.

The training co-ordinator undertook further training in management and is due to start training in the new systems introduced by SQA

Refresher First aid courses were taken by 2 staff to ensure the certificate is still up to date.

One training assistant took part in a course on counselling for unplanned pregnancies and three members of staff took training in the materials and procedures for LAC (Looked after child).

Publicity

This year we were present on the local Careers Exhibition organised by the Careers office in Inverness.

The number of inquiries has remained status quo due to the fact that the various referring agencies know that Nansen Highland runs at full capacity.

Black Hill residential centre

The residential centre ran this year on a 75% capacity rate. This is partly due to the joined programme which we offer and the day centre ran on an almost 100% capacity. This means that no place was available at the day centre for the possible forth residential trainee.

A new service is offered to the carers/parents of our day trainees. Weekend respite care is made available. This service has been generally welcomed with 4 referrals out of a possible 12. Two referrals were accepted by the care manager and consequently, 6 weekends were taken up.

Administration

Trainee demand and movement in 2001-2002. (fig 2)

In 2000-2001, we received 7 new enquiries from which 1 is enrolled. Two people have had extended training time at Nansen to an equivalent of 3 FT days, and are classified as two admissions in the table. We had a number of enquiries over the phone, but these did not further materialise into official

referrals. The local authority, educational departments and careers officers are aware that Nansen Highland is fully booked and checked out prior to referral the availability at Nansen.

Six applicants were not able to joint Nansen due to shortage of places available.

The chart shows the different areas of difficulties the referrals were enquiring for. In most applications, the problems were on more than one level.

Referrals

	<i>April-June</i>	<i>July-September</i>	<i>October-December</i>	<i>January-March</i>
<i>Learning difficulties</i>	3	1	2	1
<i>Social difficulties</i>	2	1		1
<i>Psychiatric problems</i>				1
<i>Educational problems</i>				
<i>Other</i>				
Total referrals	7			

	<i>April-June</i>	<i>July-September</i>	<i>October-December</i>	<i>January-March</i>
<i>Admissions</i>	1	1		1
<i>Departures</i>			1	

Community

Tore School.

The links, which we have with the local school, are strong. Some of the joined activities the Society has with the school are tree planting day, Christmas parties, Ceiledh, etc. Nansen undertakes various projects in conjunction with Tore Primary School.

Local community

A firework display has been organised for the local community. This has proven to be a great success as the support was great.

Community council

Tradition wise, Nansen Highland helps every year to erect the local Christmas tree for the Community Council in the village. The Community Council contributed in the cost of the presents of the Christmas presents for the trainees for which we are very grateful.

International links

IPSOC (Belgian university for social workers)

Like last year, the IPSOC, an educational organisation for Social Workers in Belgium, came to visit Nansen. The main purpose of their visit was to explore the way care is organised in different organisations in the Highland Region and beyond.

Unfortunately, no student from IPSOC did their final year training at Nansen.

Work placements

As part of our training, work placements are included in our package.

The following work placements were successful and we appreciate the help of the organisations involved.

- St. Clements school
- Drakies Primary School
- Sepa

Nansen Highland increasingly experiences difficulties to find appropriate work placements for the trainees. We have approached the Local Authority to explore the possibility to establish a partnership to counteract this problem. Watch this space...

Aims for 2001-2002

The aims for the next year include the following:

- Strengthen the financial position up to non-reliance of ESF monies
- To increase the public relations activities and awareness with different departments like social work, educational department, etc
- To organise two in-house staff development seminars
- To develop structured after-care for 'Nansen' leavers
- To provide full-time training for an equivalent to of 10 + F/T trainees
- To develop and establish gardening training at Redcastle Station

Grants and donations received

We would like to thank the following institutions and individuals for their financial support. (fig 3)

• European Social fund	£ 30,476
• RACE, grant received in aid of staff training	£ 1,155.21
• MFR grant	£ 200
• Killearnan Community Council	£ 50
• Donations	£ 308
• RGU placement fee	£ 525

Their support in time and/or morale:

- The local community of Redcastle and Tore and the co-workers

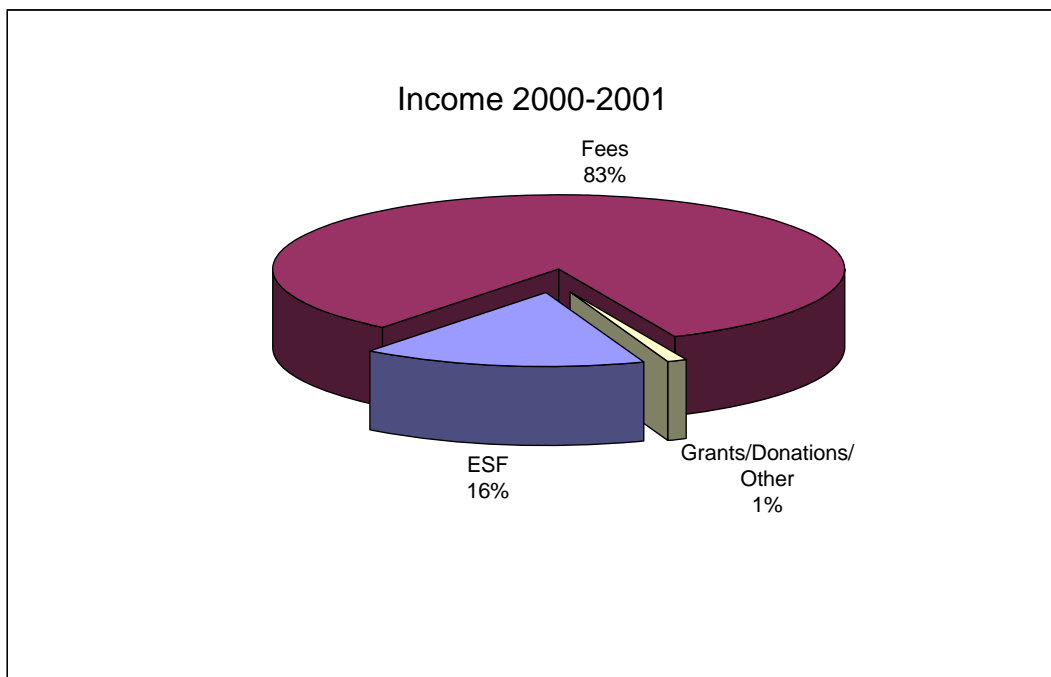


Fig 3

Governors

Patrons:	Ernest Davies Eigil Nansen
Chairman:	Dr. Tad Baecker
Treasurer:	Garth Pattison
Secretary:	Bart Lafere
Non exec. directors:	Rev Susan Brown Bill Arthur

Core staff

Director:	Bart Lafere
Project co-ordinator:	Sarah Welch
Training co-ordinators:	John Agnew
Residential co-ordinator	Paula Logan
Residential training assistants:	Fiona Simpson
Training assistant:	Susan Hunter Ulrike Cornil Neil McDonald

Co-workers

Youth training:	Bill Arthur John Durham Clare Freixas Victoria Piper
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