

Nansen Highland

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

Registered office:

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Aims and objectives:

- To relieve young persons and children who are in conditions of need, hardship or distress by the provision of training for such young persons and children, and to promote their education.
- To train and assist in the training of young persons and children so to develop their physical and mental 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.

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. The property has been acquired and we are in the process of upgrading this property to the new national standards.

The developments at the Redcastle site are completed 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 operated this year on virtual full capacity. After the last years of successful consolidation, we actively engaged ourselves in exploring various expansion plans for the organisation.

The expansion could take various routes.

- Double the current day trainee centre's activities.
- Establish a day centre for clients diagnosed with Autistical behaviour /Asperger's syndrome
- Establish a social firm

The plans are still shelved due to the apparent lack of commitment from the local authority to actively financially support us in this or these undertakings.

Developments

The development of the physical expansion of our training area at Redcastle Station is completed.

The construction of the workshop is finished and is in full use.

A suitable property has been found to replace the current residential centre, Black Hill with. The new property is located in the village Beaully. It would provide easy access to the local facilities, including bus connections to and fro from Inverness and Dingwall.

This property has been acquired in October and the move is planned for the spring in 2002. Inverness and Nairn Enterprise, the local enterprise company will contribute up to 25% towards the costs of the upgrading of the residential centre.

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.

A full-scale risk assessment exercise was undertaken in cooperation of the non-executive board of directors and the management team.

The risk assessment highlighted the areas we are most at risk, but highlighted as well that the internal procedures are sufficient to cover them. The board of non-executive directors and the management team are therefore confident in the risk preventing procedures of Nansen Highland. The SORP 2000 dictates various financial policies need developing. In the course of the year, these have been approved by the board and subsequently been implemented.

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 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 1.5%.

It has been noted that other organisations receive increase in funding that varies from 0% up to 2.5%.

In the light of the move of our residential centre and the upgrading of the acquired property in Beaulay, Nansen Highland has approached various fund-giving bodies and the Local Authority.

Both the Robertson Trust and the Cattnach trust donated £ 3,000 and the RS Brownless charitable trust £ 200 in aid of the upgrading of the new residential centre. The Local Authority Social Work Department, unfortunately, at the moment of printing this report, has not given any positive news yet.

Staffing

The board has decided to actively seek for an extra member for the board. The director has approached a new potential member who is deliberating the position.

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

Two co-workers were recruited:

- Sandra Cheyne, a social care student from Inverness College
- Joy Ferguson
- And one co-worker is pending his police check

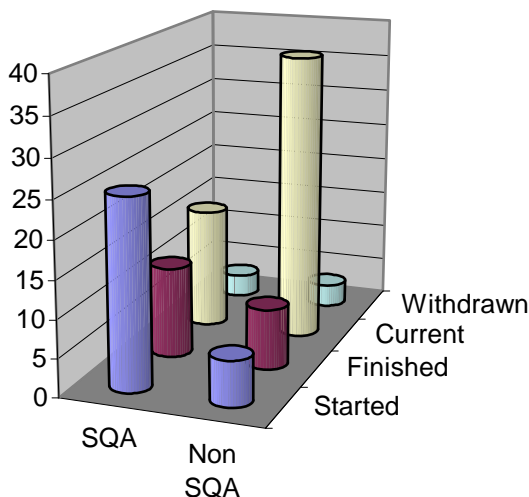
Training

The Skill start 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.

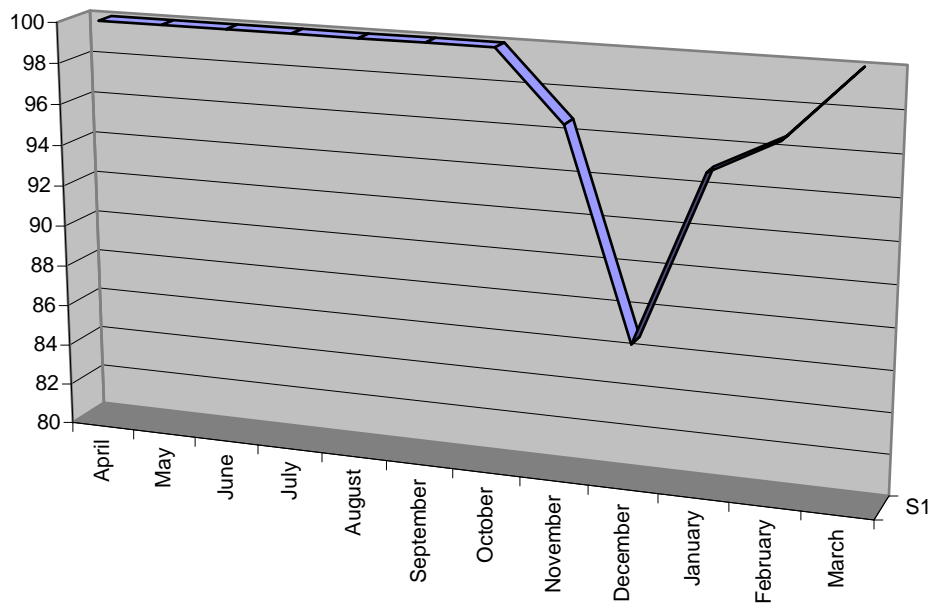
The new ICT models proved to be popular and consequently, we applied to offer Word Processing II. The ICDL (International Computer Driving Licence) scheme is currently explored too.

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

Training modules 2001-2002



Occupancy 2001-2002



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 86% capacity. 3 trainees left in the period of one month. 2 moved on to further training/work experience and one to independent living scheme with the council.

The identified new trainees were unable to make a swift start with their training programme due to funding and personal issues.

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.

One staff member has successfully completed the programme.

Two other staff members are half way through.

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.

Three replacement staff were recruited to cover the absence of the staff on the programme: James McJimpsey, Sinead McKerr and Julie Harkins.

The director obtained the accreditation of the Practice Teaching Programme delivered by NOSCO, the training forum in the North of Scotland.

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

Two training assistants completed their compulsory van competence test.

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.

We have further developed our new website and this will duly be posted to the World Wide Web: www.nansenhigland.co.uk

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, 14 days were taken up.

Administration

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

In 2000-2001, we received 6 new enquiries from which 3 are 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.

Three 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> | | 1 | 3 | 1 |
| <i>Social difficulties</i> | | 1 | 3 | 1 |
| <i>Psychiatric problems</i> | | | 1 | |
| <i>Educational problems</i> | | 1 | 4 | 1 |
| <i>Other</i> | | | | 1 |
| Total referrals | 6 | | | |

| | <i>April-June</i> | <i>July-September</i> | <i>October-December</i> | <i>January-March</i> |
|-------------------|-------------------|-----------------------|-------------------------|----------------------|
| <i>Admissions</i> | | | 5 | |
| <i>Departures</i> | | | | 3 |

Community

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
- Williamsons fruit company
- Private B&B

As mentioned in previous annual reports, Nansen Highland increasingly experiences difficulties to find appropriate work placements for the trainees.

A new project has been established in terms of the creation of an extra job: work placement co-ordinator. This project is fully supported by the local enterprise company, RACE through supplying funding for the wages.

As result of the scheme, Nansen Highland has established in 6 months 2 work experience places and 3 are currently being negotiated.

Nansen Highland will reapply for funding for the next financial year.

Aims for 2002-2003

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 provide full-time training for an equivalent to of 10 + F/T trainees

To further strengthen the financial position, the following will be looked into:

- Expansion of the currently delivered service
- Expansion of the service to incorporate an autistic/Asperges centre
- The possibility of a social firm.

Grants and donations received

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

| | |
|---|----------|
| • European Social fund | £ 44,428 |
| • RACE, grant received for work experience co. | £ 5,000 |
| • TSB Scotland OU training | £ 5,000 |
| • Robertson Trust | £ 3,000 |
| • Cattanach Trust | £ 3,000 |
| • RACE, grant for the workshop construction | £ 931 |
| • RACE, grant received in aid of staff training | £ 324 |
| • RS Brownless charitable trust | £ 200 |
| • Donations | £ 167.50 |
| • MFR grant | £ 150 |
| • The Lodge | £ 150 |
| • Killearnan Community Council | £ 50 |

Their support in time and/or morale:

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

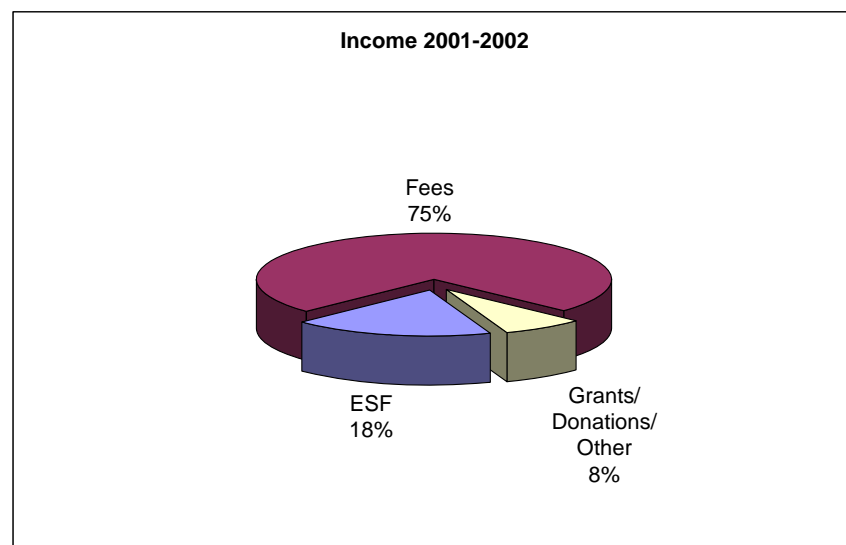


Fig 3

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: | Susan Hunter Carolyn Currie |
| Training assistant: | Ulrike Cornil Neil McDonald James McJimpsey Sinead McKerr Julie Harkins |
| Students | Sandra Cheyne |

Co-workers

| | |
|-----------------|---|
| Youth training: | Bill Arthur John Durham Christine Bruce Joy Ferguson |
|-----------------|---|