

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, some of whom are resident with us. For several years we were aware of the shortcomings of the present accommodation at Black Hill and looked for suitable alternative accommodation. A suitable property was identified in Beaulieu, which provides better quality accommodation, together with access to local services and transport not available from Black Hill. The property was acquired and we are in the process of finishing its upgrading to the new national standards for registration. We will move in during May of this year.

The number of trainees remains fairly constant and we are acutely aware that developments can only occur in the light of referrals from Local Authority, which in turn operates under financial constraints. Service developments can only be cautious, but will be necessary owing to the ending of European funding in the next financial year. A review of residential fees has been undertaken nationally.

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 again for the work they do and the support they provide to the trainees and their commitment to our work.

We remain fortunate with our team of our non-executive directors, whom I also thank for their commitment to the organisation.

Dr Tad Baecker
Chairperson

Introduction

Nansen Highland operated this year at close to full capacity. After the last years of successful consolidation, we have actively engaged ourselves in exploring various expansion plans for the organisation. These plans will be essential in the coming year in order to safeguard the long-term future of the whole organisation.

Developments

This year, the Directors have considered various options for expanding the organisation:

- a significant increase in the current day training centre's activities.
- establishment of a day centre for clients diagnosed with Autistical behaviour /Asperger's syndrome;
- establishment of a social firm.

To date, it has not been possible to act on these plans, owing to lack of financial support. The options for expansion will be explored thoroughly this coming year however, as Nansen Highland is facing financial restrictions due to the termination of European Social funds during the next calendar year and must find alternative funding streams.

Financial situation

The European Social Funds transitional programme

This year, Nansen Highland has received funds from the ESF transitional programme. The programme is due to end in 2005 but, because of over-subscription to the programme and a decrease in the available funds, funding for Nansen Highland will very likely finish by the end of 2003.

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 effectively and efficiently as possible. Once ESF funding runs out, we will need to look for new sources of funding if we are to maintain the same levels of service.

Local authority contract

Nansen's sole contract is with the Highland Council. Funding is reviewed annually, although no review has been carried out to date for the 2003/04 year. In the light of the impending loss of ESF funding, the organisation will look to the local authority to make up this shortfall if the existing level of service is to be sustained.

Staffing

During the year, Mrs Louise Allen (ACA) was appointed to the Board of Directors.

The core staff team has remained unchanged. Two temporary assistants have been recruited to fill the fixed post of training assistant. In addition, five co-workers were recruited:

- Dieter Devriendt, a social work student from IPSOC (Instituut voor psycho sociale opleiding), Belgium;
- Dougie Dalghetti, National Certificate social science student;
- Maggie Haworth, Higher National Certificate social science student; and
- two WYMA volunteers, Lynn Awewusika Anku (from Ghana) and Alexis Argent (from UK) joined Nansen on an international exchange programme for 3 months.

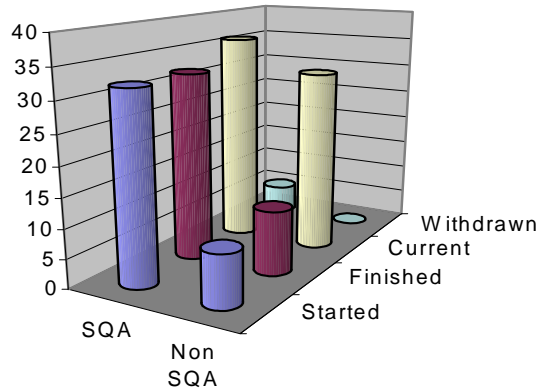
This year, a 5% rise in the wages has been authorised by the board. Whilst this represents some small improvement, the Board recognises that Nansen's staff are still paid below the market rate.

Training

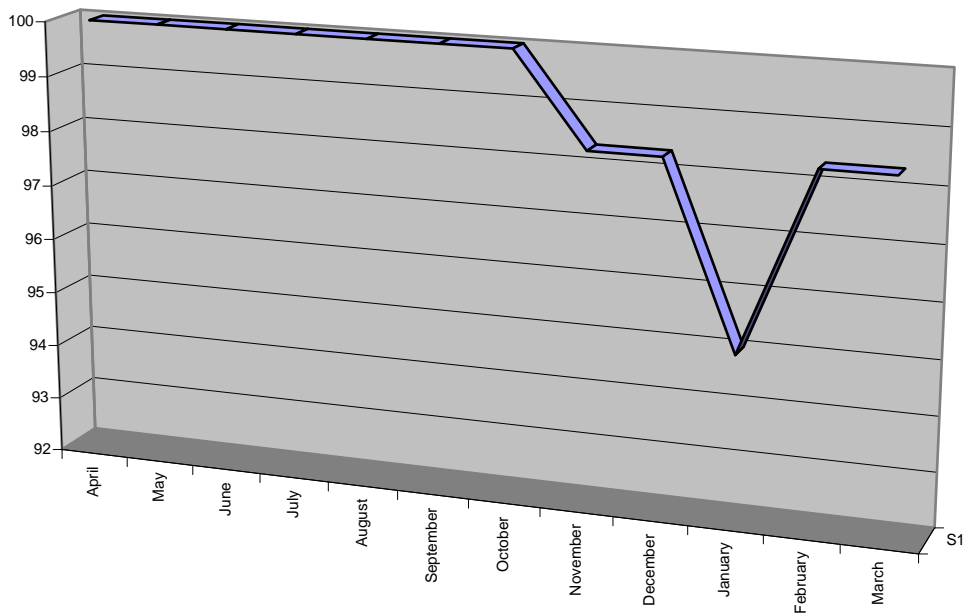
Nansen has continued to develop its training programmes, within the changing context of SQA, and various new modules have been approved. The full list of modules offered can be found on our web site.

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

Training modules 2002-2003



Occupancy 2002-2003



This chart shows the occupancy rates for the trainees attending Nansen Highland.

Occupancy has been steady over the year, with 2 trainees leaving at the year-end. There have been delays in filling these vacancies owing to the time required to source funding from the local authority. Consequently, some applicants could not start their training at Nansen Highland, as quickly as they would have liked to.

Staff Training

Staff training remains an important issue for our organisation. Three members of staff have been enrolled on the Diploma in Social Work programme with the Open University, and two have successfully finished their studies.

Bart Lafere obtained accreditation as an instructor on the Non-Violent Crisis Intervention programme. Other training attended by staff included:

- Appraisal skills training;
- Regulation of Care, Learning difficulty focus;
- Discipline, dismissal and employment law;
- Coaching skills;
- Handling stress, privacy issues in the workplace;
- First Aid at work; and
- Non-violent crisis intervention.

Publicity

This year we were present at the local Careers Exhibition organised by the Careers Service in Inverness. There were a number of enquiries as a result of this event, but Nansen was unable to take any further trainees as a result of these, as it has been running at full capacity for most of the year.

In May 2002, we launched our newly designed website: www.nansenhigland.co.uk; this was developed in-house. In the first 11 months of its existence, 1,157 visits to the site were recorded, 3,142 pages were looked at and various online information requests were received.

Black Hill residential centre

The residential centre ran this year at 75% capacity and the day centre ran at almost 100% capacity. Nansen offers a joint programme of training and residential support, and this means that the number of residential trainees is constrained by the availability of places at the day centre. The Highland Council's Community Resources Allocation Panel has approved one

additional residential application in principle, but we await funding for this place.

A new service, set up last year, offering respite care to our day trainees, proved successful. A total of 60 days of respite was taken on this year.

The residential trainees enjoyed a week's holiday in the Badaguish outdoor centre in the summer. The holiday included a strong activities programme, but also plenty of relaxing times.

The move to the new residential centre, Fram House in Beaulieu, has taken more time than expected because of difficulties with architects and building warrants; we will be moving in May 2003.

Administration

Trainee demand and movement in 2002-2003 (fig 2)

In 2002-2003, we received 20 new enquiries (28 applications) from which 3 new trainees were enrolled. One person has been allowed funding to extend their training time at Nansen from 2 days a week to full time. We had a number of enquiries over the phone, but these did not further materialise into official referrals. The local authority's education department and careers service were aware that Nansen Highland was running at full capacity, and consequently they did not make formal referrals, despite having suitable trainees in need of placement. Some applications took several weeks from the point of agreeing a placement in principle until funding was in place. This has had a noticeable effect on the cash flow of the organisation, as shown in the chart below. Availability of a system of 'block funding' would increase the speed of admission of new trainees and improve the level of service offered to them.

The chart below shows the different areas of learning, social, psychiatric and educational difficulties experienced by those individuals referred to Nansen; most applicants experience problems in more than one of these areas.

Referrals

	<i>April-June</i>	<i>July-September</i>	<i>October-December</i>	<i>January-March</i>
<i>Learning difficulties</i>	7		5	8
<i>Social difficulties</i>	3		2	8
<i>Psychiatric problems</i>				
<i>Educational problems</i>	3		3	8
<i>Other</i>	1			4
Total referrals	20			

	<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>			2	

Fig 2

Community

Community council

Every year, Nansen Highland helps to erect the local Christmas tree for the Community Council in the village. In return, the Community Council contributed to the cost of Christmas presents for the trainees, for which we are very grateful.

International links

IPSOC (Belgian university for social workers)

For the second year running, 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.

Work placements

Work placements are an integral part of our training package. The following work placements were successful and we appreciate the help of the organisations involved:

- Drakies Primary School
- Sepa
- Williamsons fruit company
- Private B&B
- BTCV, Munloch
- Marks and Spencer, Inverness
- Shelter, Inverness.

The new Work Placement Co-ordinator, funded by RACE, helped us to find 6 new work experience places for 2002/03. Nansen Highland has successfully reapplied for funding for work placements in the next financial year.

Aims for 2002-2003

The aims for the next year include the following:

- To strengthen the organisation's financial position and overcome the loss of ESF monies.
- To increase the organisation's public relations activities and increase its profile with various local authority departments, including social work, educational etc.
- To organise two in-house staff development seminars.
- To provide full-time training for an equivalent of 10 or more full time trainees.

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

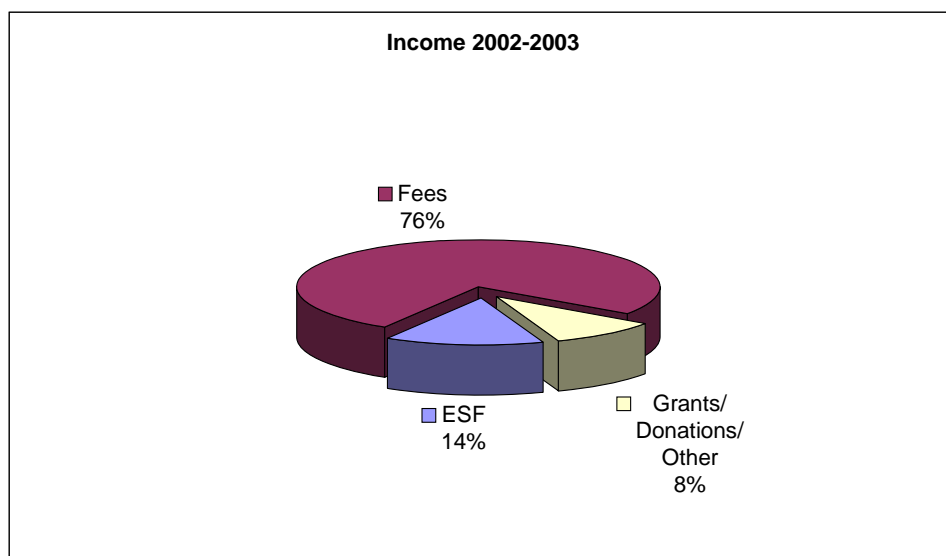
- Explore expansion of the currently delivered service.
- Explore expansion of the service to incorporate a centre for those suffering from autistic/Aspergers syndromes.
- Explore the possibility of a social firm.

Grants and donations received

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

• European Social fund	£ 36,638
• RACE, grant received for work experience co.	£ 9,000
• INE grant, renovation cost Beauly, Fram house	£ 8,022
• TSB Scotland, OU training	£ 5,000
• RACE, grant received in aid of staff training	£ 1,025.16
• Other donations	£ 605
• MFR grant	£ 600
• Sponsored swim (Nansen Highland)	£ 379
• The Lodge	£ 100
• Donations	£ 180
• Killearnan Community Council	£ 100
• CAF	£ 100
• Tore playgroup	£ 5.25

Fig 3 Sources of income 2002-2003



We would also like to thank the local communities of Redcastle and Tore and the various co-workers who have joined us, for their support in time and good will.

Governors

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

Core staff

Director:	Bart Lafere
Project co-ordinator:	Sarah Welch
Training co-ordinators:	John Agnew
Residential co-ordinator	Paula Logan
Residential training assistants:	James McJimpsey Carolyn Currie Bianca Geernaert
Training assistant:	Ulrike Cornil Neil McDonald Julie Harkins Kathy Martin
Students	Sandra Cheyne Dieter Devriendt Dougie Dalghetti Maggie Haworth

Co-workers

Youth training:	Bill Arthur John Durham Christine Bruce Joy Ferguson
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