

# **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 previous 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, renovated and updated to the new national standards for registration. We moved in during May of 2003.

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.
- Establishing a day training centre for young adults with learning difficulties in the East of Ross and Cromarty.

The registration number has been increased at the current day training centre by 25%. This increase resulted in an almost immediate uptake. Currently, Nansen operates again with a waiting list.

The demand for the day training service and ASD service is still very high and therefore the possibilities to expand in this area are under scrutiny and a feasibility study is currently underway.

Secondly, the vision to establish a Social Firm has been met with great enthusiasm. The Highland Employment Network (HEN) and the Local Implementation Group (LIG for Ross and Cromarty) have expressed their support.

The HEN explores the difficulties and possibilities concerning employment in the Highlands for people with learning difficulties. The director is represented on the management board to help and explore these issues.

The LIG is responsible to explore the various difficulties and find ways to implement, in partnership with various organisations, the recommendations of the "Same as You" review covering various issues like housing, leisure,

transport, employment, education, etc. Nansen's representative is part of the subgroup of employment.

### **Financial situation**

#### ***The European Social Funds transitional programme***

This financial year has been the last with ESF support. A total grant of £30,000 has been received in aid of various training programmes in relation to employment.

#### ***Local authority contract***

Over the past year, Nansen has been in negotiation with the Local Authority in relation to the existing levels of funding.

At the time of writing the report, the negotiations are ongoing.

### **Staffing**

During the year, the board of non-executive directors has been supplemented by:

- Ms Leslie Johnstone, solicitor
- Dr Iain White, associate specialist in learning difficulties.

With regret, Mr Garth Pattison has resigned from the board.

The core staff team has remained unchanged. Bianca Geernaert was recruited as replacement staff to cover for maternity absence

- Dieter Devriendt, a social work student from IPSOC (Instituut voor psycho sociale opleiding), Belgium;
- Merel Van den Broucke, a social work student from the University of Leuven, Belgium.
- Maggie Haworth, Higher National Certificate social science student; and

Staff starting employment:

- Angela Macdonald, training assistant
- Kenneth Mackinnon, training assistant. (Fixed contract)
- Christine Brosnan, residential training assistant.

Staff leaving employment:

- Neil Macdonald, training assistant
- Kathy Martin, training assistant (fixed contract)
- Jamie McJimpsey, residential training assistant

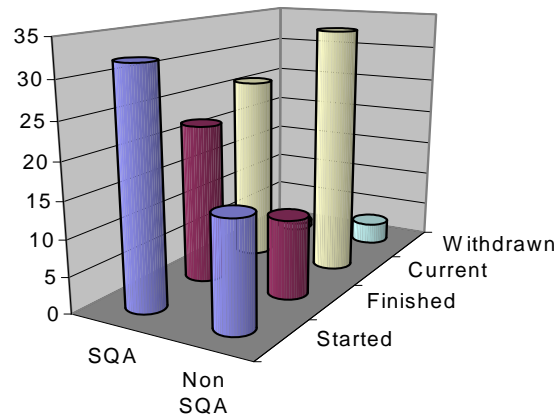
This year, a 3% rise in the wages has been authorised by the board. Whilst this represents some small improvement, the Board recognises that Nansen's staff are still paid below the market rate.

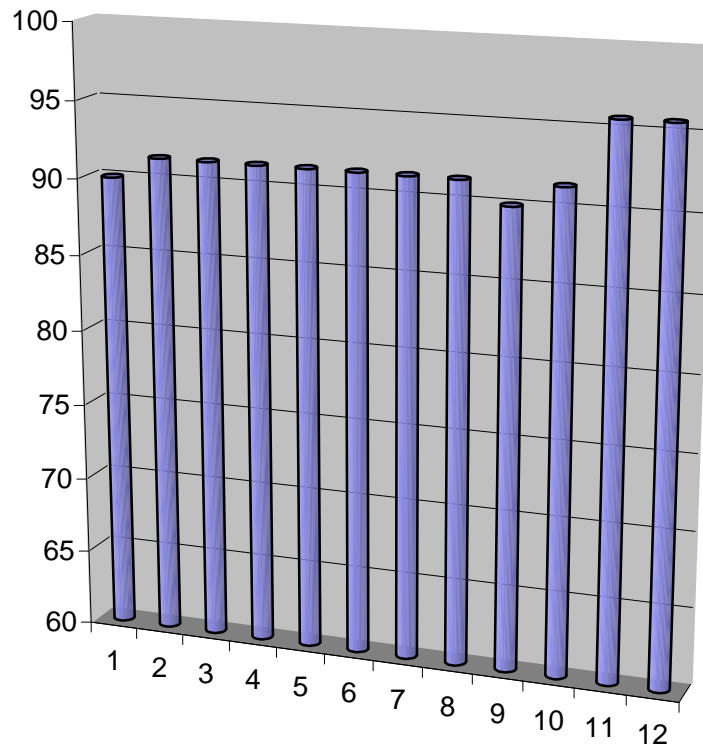
## **Training**

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

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

**Training units 2003-2004**





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

The average occupancy in 2003-04 was 92%. 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.

Secondly, the delay of funding for 8% of the remaining capacity resulted in lost revenue of £ 10,483. Currently we have an intake demand of 19%!

### **Staff Training**

Staff training remains an important issue for our organisation.

We are currently investigating the possibilities to achieve accreditation to deliver the Social Care 2 and 3 levels. Unfortunately, SQA has withdrawn these qualifications and new ones will be put in place by the end of 2004. Nevertheless, when the new unit descriptors are available, Nansen will

develop the new qualifications to enable staff to work towards and obtain the qualifications as set out by the Care Commission.

Other training attended by staff included:

- Non-violent crisis intervention. (4x)
- Non-violent crisis intervention refresher (6x)
- First Aid training (4x)
- Inland Revenue Tax credits
- SQA training
- ASD training course with Birmingham University
- Minibus test (3x)

### **Publicity**

This year we were not present at the local Careers Exhibition organised by the Careers Service in Inverness. The Careers Service has taken the decision to split the specialised training providers from the mainstream providers. A separate Careers Exhibition was staged and hosted by Drummond School in Inverness for the specialised providers. 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.

The website, [www.nansenhighland.co.uk](http://www.nansenhighland.co.uk), has proved to be successful this year as significant increases in its use has been recorded as follows:

	<b>Visits</b>	<b>Pages</b>
2002-03	1157	3142
2003-04	9458	17385

### **Black Hill residential centre / Fram House Beaully**

In the spring of 2003, the residential service moved from Black Hill to Fram House in Beaully.

The residential centre ran for  $\frac{3}{4}$  this year at 100% 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.

Owing to the full capacity of the respite care service for day trainees, this service is only available when a residential place is available.

## **Administration**

### ***Trainee demand and movement in 2003-2004 (fig 2)***

In 2003-2004, we received 18 new enquiries from which 5 new trainees were enrolled.

Various trainees have been allowed funding to increase their training time at Nansen. 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' is currently being explored and 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 disabilities</i>	1	6	6	3
<i>Social difficulties</i>		1	1	
<i>Psychiatric problems</i>				
<i>Educational problems</i>		5	3	
<i>ASD</i>	1	1	4	1
<i>Other</i>				
<b>Total referrals</b>	<b>18</b>			

	<i>April-June</i>	<i>July-September</i>	<i>October-December</i>	<i>January-March</i>
<i>Admissions</i>	1			4
<i>Departures</i>				1

## 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 fifth 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
- Shelter, Inverness.

Nansen Highland has been unsuccessful in its application for funding for work placements for the next financial year.

## **Aims for 2004-2005**

### **The aims for the next year include the following:**

- To increase the organisation's public relations activities and enhance 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 14 or more full time trainees.
- Develop Social care courses and accreditation with SQA.

### **Explorative goals:**

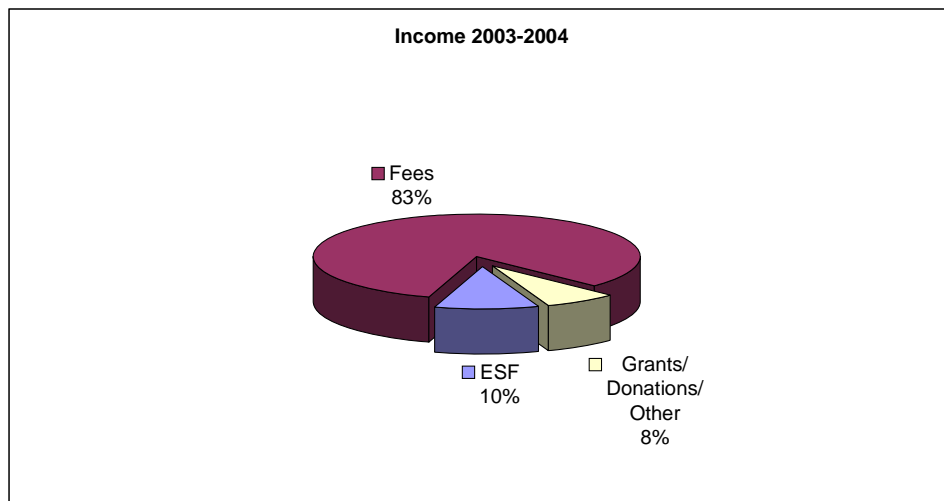
- Explore expansion of the currently delivered service.
- Explore expansion of the service to incorporate a centre for those suffering from autistic/Aspergers syndromes.
- Explore the possibility to establish a second centre in Ross shire for young adults with learning disabilities.
- Explore the possibility of a social firm.

## Grants and donations received

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



Fig 3 Sources of income 2003-2004



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  
Chairperson: Dr. Tad Baecker  
Treasurer: Garth Pattison (now retired)  
Secretary: Bart Lafere  
Non-exec. directors: Rev Susan Brown  
Bill Arthur  
Louise Allen  
Leslie Johnstone  
Dr Iain White

## **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 (moved on)  
Carolyn Currie  
Christine Brosnan  
  
Training assistant: Ulrike Cornil  
Neil McDonald (moved on)  
Angela Macdonald  
  
Fixed contract: Bianca Geernaert  
Kenneth Mackinnon  
Kathy Martin  
  
Students: Dieter Devriendt  
Maggie Haworth

## **Co-workers**

Youth training: Bill Arthur  
John Durham  
Christine Bruce  
Joy Ferguson