

**The Voice of Learning Disability**

 **in the**

**London Borough of**

**Richmond upon Thames**

**Our plan for**

**April 2021 to March 2022**

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**Part 1: About us**

**Our Organisation and our People**

This Plan is about what we do now and what we plan to do in the year April 2021 to March 2022.

**How Richmond Mencap started**

Richmond Mencap started in 1959. Since then we have worked with and for children, young people and adults with learning disabilities and their families in the London Borough of Richmond. We became a registered charity in 1984 and became a company limited by guarantee in 2003.

We are an independent organisation but are affiliated to the Royal Mencap Society (National Mencap) supporting their work and campaigns. We also get helpful information, advice and support from them.

**What we want**

We want children, young people and adults with learning disabilities and their families to have the same opportunities as everyone. We want them to:

* Be able to choose how they live their lives
* Have the opportunity to do things that others do
* Be respected for who they are
* Have the support they need to do what they want to do

**Why we do, what we do**

* We want to make sure people with learning disabilities have the information they need so they can make choices about how they live their lives and can find the support they need to help them do this
* We run groups and activities, so that children, young people and adults with learning disabilities can spend time with their friends and make new friends too
* We also run groups and activities to give family carers a break from their caring role
* We help people with learning disabilities to speak for themselves and to tell other people what’s important to them, because we know it’s important for people with learning disabilities to have their say and be listened to.

**How we will work and what we will do**

We will:

* Support people with learning disabilities to speak for themselves. Listen to children, young people and adults with learning disabilities and their family carers and speak out on their behalf
* Provide information and help – and tell people about all the services and activities that they may like to know about or that they might need help from
* Help to meet the needs and wishes of children, young people and adults with learning disabilities and their family members by offering different activities and opportunities
* Help all people in Richmond borough to be more aware of and understand about learning disabilities
* Help children, young people and adults with learning disabilities to have greater choice about how they live their lives and make sure they are treated fairly

**Our people**

**Our Executive Management Committee**

We have seven people on our executive management committee this year, and two who are observing with the view to being accepted as full members at the AGM. Four of these are family Carers. The people on our committee are:

Denise Carr: The Chair (In charge of the Committee)

Richard Poxton: The Vice Chair (Helps the Chair)

Tony Holdsworth: The Treasurer (Looks after our money)

Richard Jeffries Trustee (stepped down November 2020)

Pammie Rayment Trustee (Our chief local Fundraiser)

Philip Moshi Trustee

Lloyd Gash Trustee

Adrian Houstoun Trustee (started November 2020)

The committee oversees the work of the charity and looks after the organisation. They help with the running of the charity doing things like managing our money, raising money to help us do all the things we do and attending meetings and events on behalf of Richmond Mencap.

**Our Staff**

We have 1 full-time staff member who is:

Laura Turner: Chief Executive Officer

We have 4 part-time staff members, these are:

Richard Ferriday: Projects Leader

Rupert Sadler: Projects Leader

Max Turner: IT and Design Officer

Teresa Jones: Project Consultant

We also have a number of sessional staff who work on all of our different activities and projects throughout the year.

**Our Volunteers**

We have about 30 volunteers who work with us in different ways, like volunteering at activities and fundraising fairs, helping in the office or on the different activities and projects we do.We have all sorts of volunteers, including students, parents and carers, people with learning disabilities and other people who are interested in what we do.

**Part 2: What we know**

**The people of Richmond borough**

**Our Members**

Our members include children, young people and adults with learning disabilities, their family members and others who take an interest in what we do. At our main meeting every year, called our AGM, all our members can come and vote on important decisions we need to make as a charity.

**Adults**

Government estimates think that the numbers of people with learning disabilities, including those with mild learning disabilities (who may not be in need of any service or support) in Richmond borough are:

|  |  |  |  |
| --- | --- | --- | --- |
| **Age Group** | **2014** | **2015** | **2020** |
| 18-24 | 333 | 333 | 332 |
| 25-34 | 687 | 682 | 682 |
| 35-44 | 837 | 845 | 860 |
| 45-54 | 659 | 672 | 722 |
| 55-64 | 452 | 459 | 521 |
| **Total** | **2,968** | **2,991** | **3,118** |

The 2018/19 Council budget for services for people with learning disabilities covers 460 adult service users (over the age of 18) but according to government estimates the number of people with a

moderate or severe learning disability living in Richmond borough is probably about **668.**

**Carers**

It’s difficult to know how many family Carers of children and adults with learning disabilities there are in Richmond borough. Although, based on the numbers above, there are probably more than **2,000** children/young people and adults caring for/supporting a family member with a learning disability.

**Children**

This information was provided by AFC and is correct as at March 2020.

|  |  |  |  |
| --- | --- | --- | --- |
| **Main presenting need** | **Primary Age** | **Secondary Age** | **Total** |
| Autistic Spectrum Disorder | 154 | 206 | 360 |
| Hearing Impairment | 2 | 3 | 5 |
| Specific Learning Difficulty | 14 | 70 | 84 |
| Moderate Learning Difficulty | 48 | 78 |  |
| Multi-Sensory Impairment | 16 | 6 | 22 |
| Physical Disability | 30 | 92 | 102 |
| Profound and Multiple Learning Difficulties | 9 | 7 | 16 |
| Severe Learning Difficulties | 9 | 13 | 22 |
| Social, Emotional and Mental Health Needs | 57 | 92 | 149 |
| Speech Language and Communication Needs | 132 | 91 | 223 |
| Visual Impairment | 9 | 11 | 20 |
| Other | 14 | 26 | 36 |
| **TOTAL** | **494** | **695** | **1189** |

\*NB. AFC use the term difficulty to describe what we would usually refer to as disability.

**Part 3: What we plan to do this year**

**The important things we want to do in 2021/22**

It is important to note that we are writing this at the end of the first year of the global pandemic, Coronavirus. The last year has been uncertain and difficult for most people and organisations. Last year many of our services were delivered online and three national lockdowns meant times were hard. We know that this financial year will remain impacted by the pandemic affect however we hope the last six months of the year may return to some sort of normality.

**Our most important areas of work this year are:**

**Coronavirus Support**

* to continue to support members with information and guidance about vaccines, face masks, rules and regulations and changes to safety advice

**Online activities**

* To continue to provide a range of online and telephone-based activities for members during lockdown and periods of continued uncertainty. This may include providing these alongside face to face activities, as alternatives for members who are anxious about returning to face to face activities.

**Our member’s wellbeing**

* We need to continue supporting people’s mental health and resilience as well as constantly promoting exercise and movement. We expect people’s ability to cope and wellness levels to fluctuate over the remainder of this pandemic so accept this may be a key part of our work. This includes family carers as well as our members with learning disabilities.

**Being Heard**

* To work with Achieving for Children and LBRuT to support the engagement and research for the Big Plan 2021-26 and other key work for people with Learning Disabilities to improve and develop systems and processes.

**Updating our aims**

* To update our constitution and subsequently our values, aims, objectives to more reflect the modern world and changes over the years in language, focus and needs.

**We also want to:**

* Carry on doing all of our activities and services and make them the best that they can be.
* Find out more from Carers, parents and family members about what we could offer that would help them in their caring role.
* Listen to people and improve the way we work by:
	+ Holding events to ask people what they think about us.
	+ Use online feedback forms and surveys to find out what people think
	+ Look at everything we do very carefully to find out what we can do better.

**How we will find out how well we did**

We will ask people what they think about what we do. We will ask children, young people and adults with learning disabilities what they think and we will ask their family carers too. We will talk to our staff and volunteers too and see if they have ideas for how we can improve. We will ask them what they like best about Richmond Mencap, what things we could do better and what other activities they would like us to do. We will tell our funders what we are doing and what people think about what we do. This helps our funders to see how we have spent their money and to see that we have used their money to help people with learning disabilities.

**Part 4: Looking to the Future**

**2022/23 and Beyond**

The trustees are responsible for looking at what we do and thinking about the future. Things are always changing and sometimes it gets difficult for small charities like us who need to find money to do our work. So far we mostly get enough money coming in each year and we make sure we spend the money we get very carefully. The Trustees want to make sure that Richmond Mencap can keep doing our important work.

Some of the things that are changing at the moment might have a big effect on services for people with learning disabilities. Such as:

* The ongoing impact of the coronavirus pandemic and its affect on national and local government finances, and the general mental health and wellbeing of our user population
* Nationally there is a big funding problem in Children’s Special Educational Needs and Disabilities (SEND) services. Many councils are over budget and there is no funding increase from central government. Richmond’s Children services which are run by AFC (Achieving for Children) have not got enough money and we are worried about how this will affect children and young people with SEND needs in the coming years.
* The Government is giving less money to local councils and each year Richmond council and Richmond CCG (health) gets a smaller amount of money to do all the things they need to. That means they are always having to look at how they can save money. We need to make sure that people with learning disabilities get the services they need and that the council asks them about the plans they have and listens to what people with learning disabilities and their carers have to say about what’s important to them.

The CEO and Trustees go to lots of different meetings and events. This helps us keep up to date with what’s happening for people with learning disabilities in the borough. The Executive committee meets regularly to talk and plan. They talk about things like:

* Have we got good up to date policies which make sure we do things properly?
* Are we doing everything we can to reduce risks, keep people safe and report safeguarding concerns?
* Do we look after our money carefully to make sure we can pay for everything we do?
* Are there other people and organisations we could work with to offer better opportunities to people with learning disabilities?
* Are we making sure people with learning disabilities have the opportunity to do the things they want to?
* Are we helping people with a learning disability to say what’s important to them?

We need to make sure that we are as ready and prepared as we can be for what might happen in the future. We do our best to know what is happening by reading, going to meetings and talking to people so we can make good plans for the future.

Laura Turner

Chief Officer

March 2021

**Extra Information 1**

**The money we expect to have from April 2021 to March 2022….and how we plan to spend it:**

**The money we expect to have £**

London Borough of Richmond 53,308

Grants from other Charities 91,593

Charges to Clients 10,120

Fund raising and donations 22,754

**Total money received**   **177,775**

**How we plan to spend it**  **£**

|  |  |
| --- | --- |
| Salaries and Staff Costs  | 103,582 |
| National Insurance | 4,588 |
| Pensions | 4,971 |
| Activities/Transport | 8,200 |
| Room Hire | 5,650 |
| Eastbourne Expenses | 5,416 |
| Office Costs | 39,618 |
| Food/Training/Vol Expenses | 1,250 |
| Fund raising Expenses | 4,000 |
| Xmas Party | 500 |
| **Total money spent** | **177,775** |

**Normally we set out the individual activities that we plan to spend funds on but due the current uncertainties arising from the Coronavirus we have just shown the major expense headings for the time being.**