



Annual Report
2010 - 2011

CHANGE

People with Learning Disabilities working for Equal Rights



Tim McSharry
Chair CHANGE

CHAIR'S REPORT

In a year that has been an incredibly challenging one for the whole Third Sector, it gives me very great pleasure, on behalf of the Board of Directors and Trustees, to be able to present this report and to recognise the truly outstanding dedication demonstrated by all our staff and volunteers over the last 12 months. This has been the key to yet another successful year for our whole organisation.

In recognising the recent challenges, CHANGE can feel rightly proud in continuing to build on its excellent track record promoting inclusive co-working employment practices that challenge the barriers and stereotypes that often prevent people with learning disabilities accessing the job opportunities that are available. CHANGE also continues to be at the forefront of designing and developing barrier-free accessible information and training models, founded on



Making sure that disabled people get their equal rights is at the heart of everything CHANGE does



true representation and meaningful involvement. Together they underpin the rights, equality choices and participation of disabled people within society.

The expertise and reputation that CHANGE has developed over many years working with our partners has once again continued to be drawn on well beyond the boundaries of our home here in Leeds. Thanks to the ongoing success of the CHANGE Picture Bank, the development of Living Our Lives in Safety Project and Disability Hate Crime workshops and our exiting new partnership working with LUMOS, who are leading in transforming the lives of disadvantage children across Europe, we have a solid foundation that will enable us to meet future demands and challenges.



Thank you to everyone who has supported CHANGE



It only remains for me to offer my colleagues on the Board, our Director Philipa Bragman and all our tremendous staff and volunteers of CHANGE my personal thanks for their kind support and commitment during this challenging and demanding year. And finally, on behalf of everyone at CHANGE, to acknowledge and offer our heartfelt thanks to all our funders and partners whose support underpins every aspect of our work. And in doing so I must give special thanks to LUMOS, the Department of Health Financial Assistance Fund, The Equality and Human Rights Commission, Lloyds TSB Foundation, MacMillan Cancer Support, Leeds City Council, West Yorkshire Police and the Criminal Justice System who's dedication, care and generosity has enabled CHANGE to continue to develop our work at a regional, national and international level. We look forward to further developing this critical work in the 12 months ahead.

Tim McSharry
Chair CHANGE

elcome



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SUSAN HANLEY
CHANGE TRUSTEE



Philipa Bragman
Director CHANGE

DIRECTOR'S REPORT

CHANGE FAIR TRADE PRINCIPLES...

This has been a busy year. We have continued to work in a way that reflects our fair trade principles. Each product that we produce in CHANGE has been created by and with paid people with learning disabilities. We make sure that any profit from everything that we sell goes back into CHANGE so that we can employ more people with learning disabilities to lead on all of our work.

Our organisation has been awarded the Government certification that identifies us as an employer that is positive about disabled people.

CHANGE EXPANDING OUR HORIZONS

Our good reputation is growing both across the UK and internationally. This year we have had many people visiting CHANGE. People want to see how we work at CHANGE, and find out what working inclusively and



CHANGE continues to employ people with learning disabilities on equal wages.



accessibly means and how our co-working model of employment is put into practice.

Visitors have also wanted to look at ways of working together in the future. People from the UK visiting us have included: the Government Valuing People Lead on Employment, members of the National Forum on Disability and the Chief Executive of Adult Social Care in Leeds.

Internationally, we have had visits from professionals working in health and social care from Norway, Ireland, Australia and South Korea.

We have developed working links with many organisations including: Lumos, Breakthrough UK, the National Housing Federation, Rape Crisis, Family Planning Association, Just West Yorkshire, Homestart UK, Shared Lives and Macmillan.

At the heart of all of our enterprises is a team of dedicated staff both with and without learning disabilities.



CHANGE has begun to work for equal rights for disabled people in Europe



The professionalism and expertise of our staff with learning disabilities has helped CHANGE develop a reputation as an excellent employer providing real opportunities for people with learning disabilities to work in a fairly paid capacity for a more inclusive society.

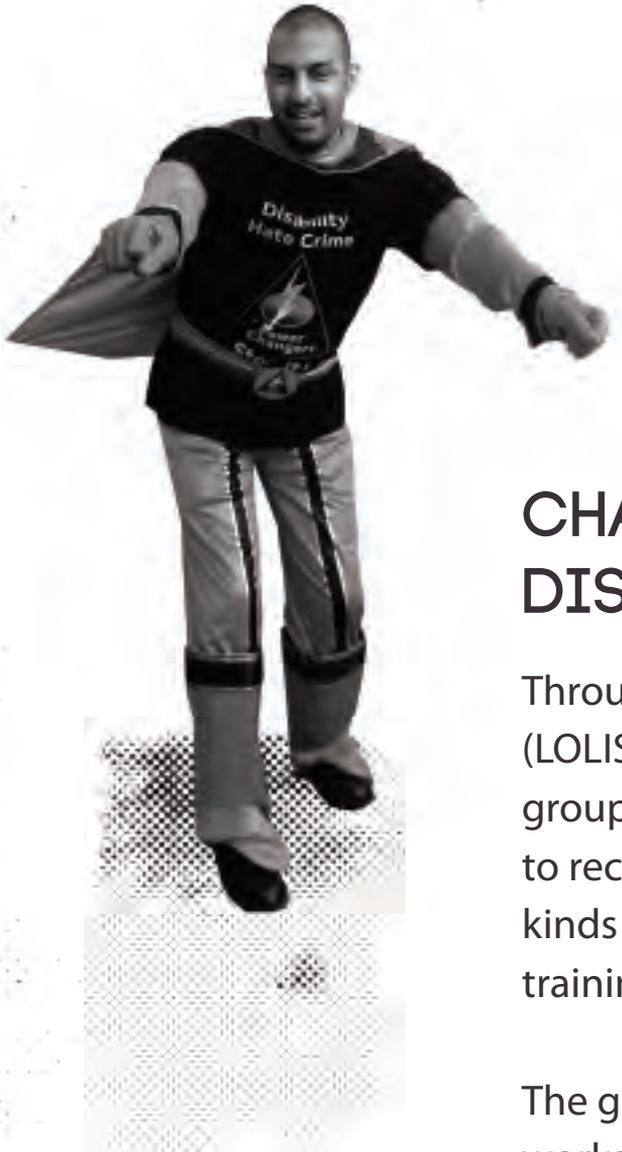
WORKING IN EASTERN EUROPE

We are really excited that this appreciation of CHANGE's principles has resulted in LUMOS supporting our work, which will see workers from CHANGE with learning disabilities using their expertise to empower people with learning disabilities across Eastern Europe. In November 2010 a Project Worker with learning disabilities delivered a keynote presentation at the World Health Organisation Conference in Bucharest, Romania, marking the signing of the declaration to end the institutionalisation of children and young people across Europe by 2015.



This was the start of a new stream of work for CHANGE through which we have the opportunity to develop a leading role within an international context. Closer to home, CHANGE continues to empower people with learning disabilities to campaign for greater equality in every aspect of life - from the right to a dignified death to the right to give birth and have a family.

Philipa Bragman
Director CHANGE



CHANGE SAYING NO TO DISABILITY HATE CRIME

Through the 'Living Our Lives in Safety' (LOLIS) programme CHANGE has trained a group of volunteers with learning disabilities to recognise Disability Hate Crime and other kinds of bullying whilst developing their own training skills.

The group has developed accessible training workshops which it delivers to disabled people and professionals. The workshops make people aware of Disability Hate Crime and how to get help. Our message is:

'REPORT IT TO SORT IT!'

We have also been developing resources - including a photo story about reporting Disability Hate Crime to the police, designs for T-shirts and badges and an Action Pack folder to give out at workshops with lots of information about hate crime.

**We involved
150 people
with learning
disabilities**



Through our Disability Rights blog called 'Access Team Disability Blog (A-Team)' we are spreading the word about disability hate crime and other disability rights issues such as government cuts.

The LOLIS team attended a meeting at the Equality and Human Rights Commission and supported some staff and volunteers to fill in the Disability Harassment Inquiry form for the Commission's report about Disability Harassment.

**“Very good, lots
of information,
very inspiring!”**

**PARTICIPANT FROM
DEAF WOMENS GROUP**





CHANGE is giving disabled people the power to stop disability hate crime



WHO WE WORKED WITH

The Roots group, Safety Net, ARC, Disabled Rights Watch UK, Just West Yorkshire, Risky Business, Safeguarding event Huddersfield, Respond in London, Leeds University, The Equality and Human Right Commission, Leeds Deaf Womens group, The Halo group at the Hamara Centre, Roseville Enterprises, Potternewton Centre, People In Action, Stop Hate UK, West Yorkshire Police, Leeds City Council Safeguarding and Adult Social Care, Leeds Involving People, Victim Support, Community Links, The Gate and MESMAC.



“A massive thanks to you for such an informative and people-focussed presentation. It hit the spot perfectly and was clearly enjoyed by all. Thanks so much for the hard work you’d put into it. We enjoyed meeting you!”

**SARAH CARLILE
PARTICIPANT AT
SAFEGUARDING EVENT IN
HUDDERSFIELD**



STAFF PROFILE

Frances Affleck is a worker with learning disabilities on the Disability Hate Crime Project.

“I have worked at CHANGE for 12 years now on different projects including making easy read information for parents with learning disabilities and writing a guide for employers on how to support staff with learning disabilities. Having a real paid job means that I can have my own flat and live my life the way I want.”



VOLUNTEER PROFILE

Shoheb Ahmed began volunteering at CHANGE on the Hate Crime Project.

“My favourite thing about working on this project has been Power Changers because it makes you feel like you can save people from bad things, like a super hero.”



CHANGE is working to support young people with learning disabilities to have a better future



CHANGE MAKING TRANSITION WORK

CHANGE has been working to raise the aspirations of young people with learning disabilities, show examples of work experience and give good information about support and benefits during the transition from school to adult life. We worked with teaching and support staff to show how they can be supportive of young people, encourage others to believe in children and understand where support is available to make things happen in the best way. We produced a guide for teaching and support staff which is available for free from our website.

CHANGE continues to campaign for more jobs for people with learning disabilities. We lead by example, but it is vital that more organisations look to develop genuine employment opportunities so that young people with learning disabilities have roles to move into.



**We involved
20 people
with learning
disabilities**



**“Getting a job will
give us power.”**

STUDENT WITH
LEARNING DISABILITIES

**“This fits great with
the ASDAN work we
are doing. Every
transition team
should use this way
of working!”**

SUPPORT WORKER





CATHERINE CARTER
PROJECT WORKER WITH A
LEARNING DISABILITY

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“It is important to me to have a paid job so that I can live independently and earn enough money to live on. I really enjoyed working closely with students to support them to understand about getting a job, help them to build on their strengths and to recognise what they will find difficult. I felt like a role model.”



VOLUNTEER PROFILE

Craig Bricklebank began volunteering at CHANGE when the day centre he attended was closed down.

“When I came to CHANGE I was amazed to see people with learning disabilities being in charge of projects. Now I am learning skills like training and someday I hope to be a trainer.”

WHO WE WORKED WITH

Rodillian School, Leeds,
Springwater School, Knaresborough,
Boston Spa, West Yorkshire.

CHANGE

Staff and
Volunteers



**Thank you to
our fantastic
staff and
volunteers!**



Left to Right: Daniel Gower, Tracey Harrison, Tony Tomlin, Craig Bricklebank, Susan Hanley, David Charlton, Durbali Roy, Fiona McDonald, Frances Affleck, Omer Hussain, Philipa Bragman, Karen Harris, Jude Woods, Joanne Kennedy, Amy Barnett



**Thank you to
our fantastic
Chair and
Board of
Trustees!**

**Tim Mcsharry
Murray Holmes
Bren Carter
Karen Bentley
Colin Barnes
Kathy Boxall
Janet Cobb
Susan Hanley**

Left to Right: Tauseef Akram, Shoheb Ahmed, Catherine Carter, Jasmin Ali, Austin Bradshaw, Faye Fletcher, Jez Coram, Paul Zulu, Janet Fletcher, Jo Dunn, Paul Addelay, Shaun Webster, Anne Mackay, Rezwan Qureshi, Rachel Boycott, Lyndon Strickland



CHANGE is working to support self advocacy for people with learning disabilities



OUR VOICES – OUR SERVICES

On this project we worked with 5 self-advocacy groups for people with learning disabilities around the country and looked at different ideas to use when people with learning disabilities deliver training to professionals, students and others. In the project the groups learned how to develop their own training, based on the different skills and experience of trainers.

There is often a limited amount of money available to groups run by people with learning disabilities. Self-advocacy groups need to rethink where they can obtain funding and how they can generate their own income. We know that lots of the groups already have experience of taking part in meetings, delivering training and giving presentations. In the project the groups were able to learn from each other – we took ideas from group to group and also brought groups together here at CHANGE.

**We involved
62 people
with learning
disabilities**



We trained the groups in:

- The most successful activities and training methods
- What people need training around
- How to create clear resources
- How to promote what they do and get paid the right amount

We created the Our Voices – Our Services Training Pack from the project and this can be used to support any group to develop the confidence, materials and skills of their own members.

WHO WE WORKED WITH

People First, Tameside,
Skills for People, Newcastle,
Opening Doors, Norfolk,
Bristol People First,
People First, Birmingham.



“It was really useful to think about professionals that could benefit from training.”

PARTICIPANT BIRMINGHAM PEOPLE FIRST

“The drama really got people thinking and got us all involved.”

PARTICIPANT PEOPLE FIRST TAMESIDE



“The ‘Staying Strong – Taking Self-Advocacy into the Future’ report by the National Forum of People with Learning Difficulties mirrors the aims of the Our Voices project. The training pack ensures that groups do have the skills to educate people about the support needs of people with learning disabilities and can use these skills to increase the sustainability of their group.”

**RACHEL BOYCOTT-GARNETT
PROJECT WORKER**

SHAUN WEBSTER
PROJECT WORKER WITH A
LEARNING DISABILITY



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... raised

... according to common

... fight

... ready

... get ready

... you are training

... you are going, and how

... here





“We want to make sure services involve people with learning disabilities and listen to what we have to say. We think groups of people with learning disabilities should be able to be more independent. We want people with learning disabilities to have a strong voice.”

SHAUN WEBSTER





CHANGE continues to work for better support for parents with learning disabilities



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CHANGE SUPPORTING PARENTING

CHANGE continues to work at the forefront of involving parents with learning disabilities to play a leading role in the improvement of services that are available to support them to keep their children.

Through our 'Parents Training for CHANGE' programme we continue to deliver training, workshops and presentations to students and professionals to provide relevant knowledge around the issues facing parents with learning disabilities. Our trainers demonstrated "what is good practice when working with parents with learning disabilities" and how to access good resources.

We delivered this to students at the University of Huddersfield, Salford University and Sheffield University. We also delivered training to children and family teams in Sheffield and staff and volunteers at NAAPs.



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WHO WE WORKED WITH

University of Huddersfield

Salford University

Sheffield University

Sheffield Children and Family Teams

NAAPS UK

National Forum of People with Learning
Disabilities

Valuing People Now Team

Parenting UK

Norah Fry Institute

**We involved
114 students &
340 conference
delegates**



CHANGE workers with learning disabilities delivered presentations and workshops about parents with learning disabilities at events that include: the National Forum of People with Learning Disabilities (Sept 2010); the National Parents with Learning Disabilities conference organised by the Valuing People Now Team in Nottingham and the Annual Parenting UK conference in London. The presentation given at the National Forum had a big effect and they decided to make it a lead campaign issue.

CHANGE PARTNERSHIPS FOR PARENTING

In November 2010 CHANGE launched a specially commissioned training package at the NAAPS UK Annual Members Conference. The training was developed by CHANGE to be used to support workers and volunteers in Shared Lives Schemes to extend their home placement scheme to parents with learning disabilities and their children.

**We involved
69 people
with learning
disabilities**



This provides a real opportunity for parents who would otherwise be separated from their children to have the chance to stay together in a supportive and empowering environment.

CHANGE NETWORKING FOR PARENTING

CHANGE has continued to ensure that the ideas and wishes of parents with learning disabilities are represented nationally by feeding into the Parents Network run by the Norah Fry Institute and Bristol University. We delivered presentations at meetings held at the Office of the Official Solicitor in London highlighting the discrimination that parents with learning disabilities continue to face in regard to being allowed to keep their children. CHANGE continues to receive regular calls from parents themselves or support workers and solicitors acting on their behalf who are struggling to find the right support.



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STAFF PROFILE

Shaun Webster is a parent with learning disabilities and has worked at CHANGE for 8 years.

“What I like about being a trainer is getting professionals to see things from a parent’s point of view. I really enjoy training students because I think they are the future and they are really eager to listen to us and take it into their work.”



STAFF PROFILE

Catherine Carter is a mum with learning disabilities and works at CHANGE both running projects and training.

“Training professionals is really good for me. I get to meet lots of different people in different roles and I can challenge them about their attitudes and get them to work better with parents with learning disabilities.”



CHANGE supports people with learning disabilities to make choices about their own healthcare



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CHANGE PROMOTING FAIR ACCESS TO HEALTH CARE

CHANGE has continued to work towards equality for patients with learning disabilities accessing health services. In November 2010 we launched our series of books about Cancer at the Macmillan Cancer Support Annual Conference. We were inundated with requests from cancer professionals who had been waiting for accessible resources like these. We could not get the boxes open fast enough! The books have been so well received that less than a year on we have been working with Macmillan to plan reprints.

As well as developing resources to support cancer professionals to work better with people with learning disabilities, CHANGE has provided training and workshops.

**We involved
28 people
with learning
disabilities**



CHANGE also runs consultations for organisations who want to ensure that people with learning disabilities are given a chance to say what they think. In January 2011 we facilitated a 'Big Society' workshop to ensure that people with learning disabilities had a say in new government plans. In February 2011 we facilitated a Healthy Communities Consultation.

We also attended other conferences and events to promote our accessible health resources.



WHO WE WORKED WITH

See Ability
Macmillan Cancer Support
St James' Teaching Hospitals
Respond
Yorkshire Cancer Network
Palliative Care for People with Learning
Disabilities Network
Bristol People First
Bradford People First
Women's Resource Centre (London)



VOLUNTEER PROFILE

Tracey Harrison is a volunteer at CHANGE who worked particularly on the Cancer project to draw images that show how scared people with learning disabilities can feel when going through the health system.

“I enjoyed working with the Cancer team and doing drawings. It was great that they were used in the books.”

Illustrations by
Tracey Harrison
used in CHANGE's
Accessible Cancer
Books



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CHEMOTHERAPY



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RADIOTHERAPY



People with learning disabilities at CHANGE make sure that our easy read information is accessible



CHANGE PUTTING PEOPLE IN THE PICTURE

CHANGE's **Accessible Information Team** provides a bespoke design service developing high quality illustrated information for any organisation wishing to make their information more accessible. We have a team of illustrators and designers who develop effective resources to support people with learning disabilities to get information they need to make decisions about issues which affect their lives. This year we have worked with many organisations including the Ministry of Justice, Department of Health, other specialist Health organisations, Housing providers, Advocacy organisations and the New Zealand Health and Disability Commissioner.

INFORMATION APPROVED BY EXPERTS

The **Words to Pictures Team** is a group of people with learning disabilities at CHANGE who are trained to judge how accessible information is to people who find reading hard. They work alongside the Accessible Information Team to ensure that we maintain a high standard of accessibility in all of our information where appropriate and meaningful images are used to support words. The team also play a key role in the production of project led resources such as our Cancer Series books and the training resources developed for Shared Lives.



CHANGE is working to support offenders with learning disabilities to stay out of trouble



DESIGN FOR JUSTICE

The Accessible Information Team also undertakes specialist projects and is currently working with the Ministry of Justice and Department of Health to develop resources to improve offender health. Over 2 years the team and staff with learning disabilities have worked with Police, Court, Prison and Probation services to run workshops to raise awareness about the support needs of offenders with learning disabilities and to identify key documents to be made accessible. We are also working to develop a bespoke CD of related images that these services can use to make in house information more accessible to offenders with learning disabilities that will be available in 2011.



IMAGES FOR INCLUSION

In March 2011 we launched the NEW General Picture bank developed as an all-round resource to support any organisation to make their own information more accessible.

RESOURCES WE PRODUCED:

Health and Social Care

- NEW General Picture Bank
- Fragile X Syndrome booklet
- My Pregnancy My Choice amendments
- Health Image Bundles
- Scottish Practice Guidance – Supporting Parents with learning disabilities
- Your Guide to Safeguarding
- Initial Housing Assessment document
- Bespoke images
- Reasonable Adjustment Guide
- World Health Organisation Declaration on Children with Intellectual Disabilities poster
- IMHA Friendship, Care and Housing



Criminal Justice

- Rights and Entitlements
- How to pay your Court Fines
- How to make a Prison Complaint
- Licence Agreement
- Supervision Requirement leaflet

WHO WE WORKED WITH

NHS Scotland, Golden Gate Housing, Midland Heart housing group, Leeds City Council, CQC Fragile X Society, LUMOS, Independent Mental Health Advocates, Health and Disability Commissioner New Zealand, Scottish Consortium for People with Learning Disabilities, Ministry of Justice, Department of Health, Working for Justice Group, Police Courts, HM Prisons, Probation services, Kirklees Youth Offending Team.



13 PEOPLE WITH LEARNING DISABILITIES HAVE BEEN PART OF THE WORDS TO PICTURES TEAM:

- Rezi Qureshi
- Lyndon Strickland
- Joanne Kennedy
- Tracey Harrison
- Craig Bricklebank
- Paul Addelay
- Paul Zulu
- David Charlton
- Durbali Roy
- Susan Hanley
- Shaun Webster
- Brian Booth
- Tony Tomlin



VOLUNTEER PROFILE

Lyndon Strickland began volunteering with CHANGE after his school had been involved in our work to improve information about Sex and relationships for young people.

“Words to pictures is brilliant because I like producing information for people with learning disabilities to read and understand.”



VOLUNTEER PROFILE

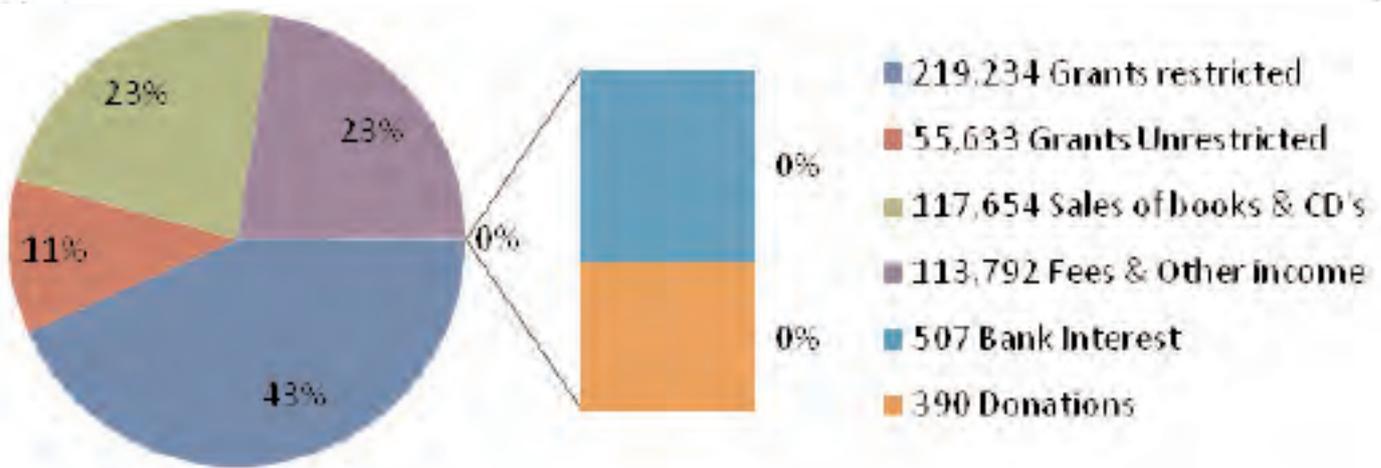
Joanne Kennedy travels from Manchester to volunteer at CHANGE. As well as working on the Words to Pictures Team Joanne has been active in promoting our Cancer work.

“I like being a part of the words to pictures team because we help other people with learning disabilities.”

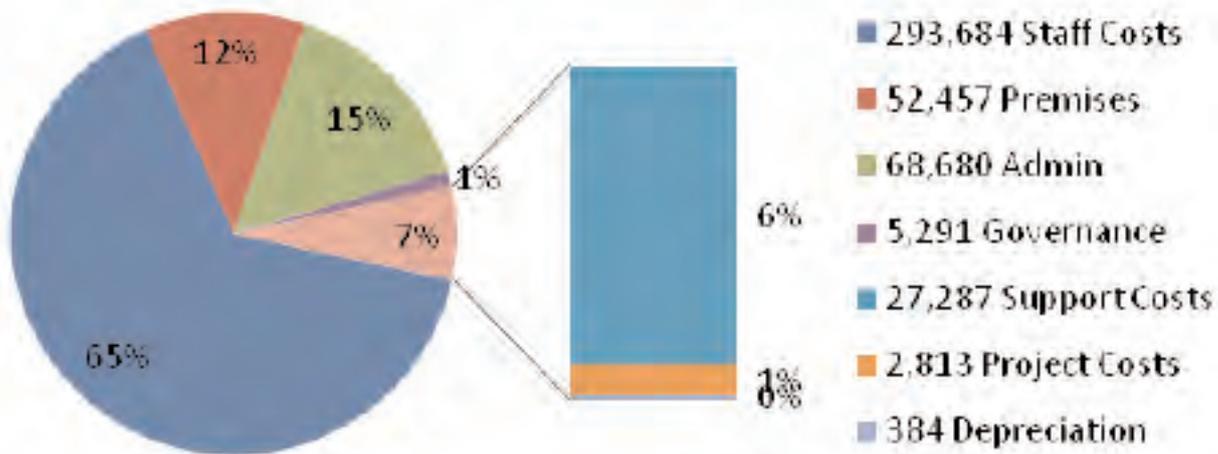


FINANCE

Income 2010-2011 £507,210



Expenditure 2010-2011 £450,596





Accounting practices undertaken in preparation of these accounts are in line with the requirements of the Statement of Recommended Practice (Charities SORP). CHANGE reserves policy remains as that of previous years (3-6 months) and the 2010/2010 results are in line with this.

If you would like to see full audited accounts contact CHANGE's Finance Manager.



CHANGE

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