

CHANGE

Annual Report 2011-2012



Contents

- 
- 1 Chairs Report
 - 2 Staff and Volunteers
 - 3 Disability Hate Crime
 - 4 Rape Crisis
 - 4 Criminal Justice
 - 5 Health Equality
 - 6 Aspirations for CHANGE
 - 8 Rights to Family Life
 - 9 Rights of Children Europe
 - 10 Accessible Information Services
 - 11 Training for CHANGE
 - 12 Finance and Sales
 - 13 Directors report -
Looking to the Future...

Chairs report

This has been a busy and challenging year for CHANGE. We have been working hard across the UK.

We have continued to build on our successful model of employing people with learning disabilities to work alongside their colleagues who do not have a learning disability. We have looked at ways of employing people with learning disabilities from core costs as grants have become harder to get and looked at new ways to bring income to CHANGE and sell what we do.

We have strengthened our volunteers skills and expertise by employing a volunteer co-ordinator and strengthened our accessible info team by employing a multi media worker. We have built on our model of employing people with learning disabilities to produce products and training that we then sell, using the income to support their employment and our work.

We have made links with new organisations and built on our existing partnerships. CHANGE believes that working to support mainstream organisations to make their services inclusive is an important way to promote equality for people with learning disabilities.



Staff and Volunteers

CHANGE has a team of 16 staff including staff with learning disabilities who run a variety of projects. CHANGE has design and training staff who provide accessible information services and training for organisations wishing to make their services more inclusive.

Volunteers with learning disabilities have always played an essential role at CHANGE. The Words to Pictures Team ensures that any work we do is based on the experiences of people with learning disabilities.

In October 2011 we recruited a Volunteer Co-ordinator to improve the experience of volunteers at CHANGE and ensure that volunteers develop skills that will support them into employment.

"Having a volunteer coordinator helps us to be more focused, keep track of our achievements and allows us to recognise new skills we have developed.

Joanne Kennedy,
CHANGE Volunteer



Volunteers

We worked with:

Voluntary Action Leeds (VAL); Leeds Volunteering Managers Network; Bradford Jobcentre; Leeds Jobcentre; Leeds University; Leeds Metropolitan University; Leeds Mentoring; Yorkshire and Humberside Cancer Network; People In Action; St. Vincent's; Multiple Choice

Where we worked

Leeds
Hull
London
Leicester
Manchester
Birmingham
Newcastle



2

985:44 hours volunteered in 5 months

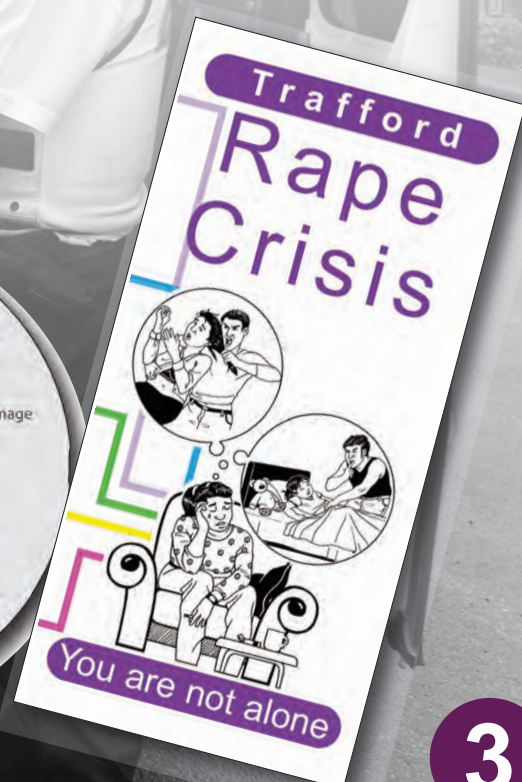
Criminal Justice

CHANGE has continued to develop work around criminal justice. We work to provide resources to support both the victims of crime and those who enter the criminal justice system.

We have continued to work with the Department of Health Care and Treatment of Offenders Programme and delivered workshops at the 11th International Conference on the Care and Treatment of Offenders with a Learning Disability in Preston. Our CD Rom of images about being arrested, going to court, being in prison and on probation is now in use across the UK.

We have been working with Trafford Rape Crisis to develop resources that will support them to make their services more inclusive and accessible to women with learning disabilities. 9 out of 10 people with learning disabilities will have experienced some kind of sexual exploitation. CHANGE ran a conference with Salford University and Trafford Rape Crisis to highlight the inequalities faced by women with learning disabilities who experience sexual gender based violence. We also ran a workshop at the Rape Crisis UK's 7th National Conference **'Putting Women and Girls First'** in Birmingham.

"Very good for raising awareness and making people think about the accessibility of services. Enjoyed that it was participatory"
"... Best session over the 2 days"
Workshop participant



RAPECRISIS
(England and Wales)

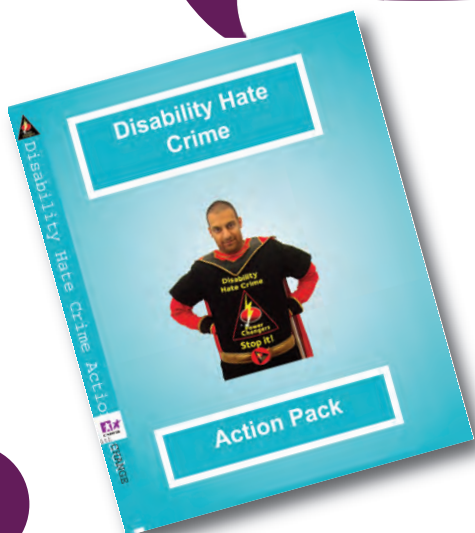
Disability Hate Crime

The Living our Lives in Safety (LOLIS) project has worked with 450 people including 300 people with learning disabilities to develop awareness training to empower people to say no to disability hate crime. We plan to continue our work delivering training and workshops, make more information available on our website to help people with learning disabilities who have been a victim of hate crime and run a conference at the end of 2012.

We have found that professionals really want to tackle hate crime and do a good job for people with learning disabilities. Our biggest achievement has not only been helping people who have been a victim of crime but also encouraging people with learning disabilities to have pride and self confidence and know about their rights to live without disability hate crime.

"The workshop was engaging, refreshing and empowering! The delivery style was inclusive and reinforced the importance and sensitivities of disability hate crime (using the integrated model to ensure equality across the protected characteristics) in an easy to digest format."

Training participant



LOLIS

We worked with:

Hamara; Leeds Deaf Women's Group; Osmondthorpe Resource Centre; Mariners Resource Centre; Genesis; West Yorkshire Police; St Annes; Adult Safeguarding; EHRC (Equality and Human Rights Commission); IAPT; Saffron; Behind Closed Doors; The Market place; Stop Hate UK; Mesmac; Victim Support; Respond; Voice UK; Samaritans; Adult Safeguarding Leeds SARSVL; Advocacy for Mental Health and Dementia; STAR; Leeds Anti Social Behaviour Team; Access Committee

Health Equality

CHANGE has worked closely with NHS Scotland to update our parenting resources. CHANGE has worked with health professionals to make cancer care services accessible to patients with learning disabilities.

In May 2011 we launched the DVD **'We are Living Well But Dying Matters'** produced and directed by CHANGE for the National Council for Palliative Care and the National End of Life Care Programme. We also produced easy read information about **'Preferred Priorities for Care'**. This work linked with the CHANGE Cancer Series of books and throughout 2011 and into 2012 we presented the DVD and ran small workshops at various national events, culminating in facilitating an End of Life Conference for People with Learning Disabilities in March 2012 with the University Hospitals of Leicester NHS Trust. It is important that we maintain these links to ensure that the use of good accessible resources to support patients with learning disabilities becomes embedded in the way that mainstream services work.

We are now working with Macmillan Cancer Support who currently distribute our series of books on Cancer Care to develop the **'Hope Course'** a well-being course to support survivors of cancer who have learning disabilities to come to terms with what they have gone through and move on to live a positive life. We plan to run this course next year.

We have continued our work to support people with learning disabilities around access to information about sexual health.



Aspirations for CHANGE...



We want more people with learning disabilities to know about their rights to be treated with respect and how to stop Disability Hate Crime

Speak out



We want to make international links with countries that would benefit from good accessible information.



We want more organisations to create real paid jobs that make the most of the excellent skills that people with learning disabilities have to offer.

Be equal



Aim high

We want to work with Health and Social Care Services to make sure that people with learning disabilities get equal access to care and support.



Be heard

We want young people with learning disabilities to have better support to build full and happy lives.



Right to Family Life

We are working with NHS Scotland to develop the new UNICEF approved 5th edition of 'You and Your Baby 0-1' to be launched in the Autumn of 2012. The book has now been in print for 8 years and is still the most comprehensive and useful easy read resource for supporting parents with learning disabilities to look after their children. The changes will mean that our book can be used by all organisations signed up to UNICEF's Baby Friendly Initiative.

Our resources have been evaluated and commended by NHS Scotland health professionals and parent with learning disabilities. This means that their Equality Impact Assessment says that all parents with learning disabilities in Scotland will receive CHANGE's parenting books.

CHANGE attended the last Parents Network. We continue to work for the rights of parents with learning disabilities to get the support they need to keep their children. We get weekly calls from parents themselves, adult learning disability social workers, advocates, solicitors or family members asking for advice and support. We are hoping to increase our capacity to work in this area.

"We have found the You and Your Baby book an invaluable resource when supporting parents to be the best parents they can be where there is a learning difficulty/disability or communication difficulties. Parents have enjoyed looking through the book to compliment other advice they are given by professionals. Parents have appreciated referring to the pictures during care tasks to help them practise and reinforce what they are doing. Parents who have used this book have been reassured that there is a book designed for them and this helps them feel that they are not alone as lots of the information they receive is not geared for their needs. "

Good luck with the launch of the revised edition.

Manager - Hertfordshire
Family Assessment Unit



Rights of Children Europe

"If I had been born in a country which has institutions, my mother might not have been able to look after me and that would be wrong. My mother would have had no support. I am happy that I can make things better for others now".

Shaun Webster - European Project Worker

The Rights of Children – Europe is a CHANGE project supported by the children's charity LUMOS. We are working together to improve the lives of children with learning disabilities across Europe. Many children with learning disabilities in Central and Eastern Europe live in institutions or are not able to access the health, education and other services that they need.

CHANGE is working with LUMOS in the Czech Republic, Bulgaria and Moldova. to empower children, young people and adults with learning disabilities to be involved and ensure that the transition from living in institutional settings to community based support is done in the best way.

CHANGE is training key decision makers in other countries such as government officials; making key documents accessible such as the European Commission report; helping to make an easy read book for children getting ready to move out of institutions to go and live families or small group homes; supporting the work so that children and young people with learning disabilities get involved and have a real voice in changing how health, education and children's services are run.



Accessible Information Services

As well as our on-going programme to keep our resources up to date we carried out numerous commissions to develop easy read information for a variety of organisations. We worked with the Department of Health to produce the easy read version of 'The Power of Information – The Information Strategy for Public Health, Adult Social Care and for the NHS in England. CHANGE also sat on the Department of Health Equality Analysis Working Group to ensure that the information requirements of people with learning disabilities were included in the Information Strategy.

Having recruited a multi-media designer to our team we produced the DVD 'We Are Living Well but Dying Matters' for Dying Matters a coalition of organisations which includes the National Council for Palliative Care and the National End of Life Programme.

We plan to develop new ways of presenting information that is accessible and informative for people with learning disabilities, making the most of innovations in digital media.

"Just watching the clip of 'We Are Living Well But Dying Matters'. Thanks for continuing to produce such fantastic resources. I was thinking about my visit to you while I was watching and recalling how inspired I was. I have regained some inspiration again today!" - Naomi Rezzani, Speech Pathologist, Victoria, Australia



Commissions

We designed for:

Official Solicitors;
Independent Mental Health Advocates;
Auckland Disability Health Commissioner;
Skills for Care;
Trafford Rape Crisis;
Salford University;
Family Planning Association; NHS Scotland; Golden Gate Housing;
Cumbria NHS;
Lynebank Hospital; PPC; East North East Homes; DoH;
Ipswich Borough Council; Keyring; National End of Life Care Programme; Quality Network for Community CAMHS



Trainers

We worked with:

NHS Scotland;
NHS FIFE;
Mencap Cymru;
Ability Housing;
Keyring; Kent
Community NHS;
South Liverpool
Housing; Wrekin
Housing Trust; East
North East Homes;
and many others

What we train in:

Better
Communication;
Supporting Parents
with Learning
Disabilities; Hate
Crime Training;
Sexuality Training;
Supporting Staff
with Learning
Disabilities; Self –
Advocacy Training;
Bespoke Training

Training for CHANGE

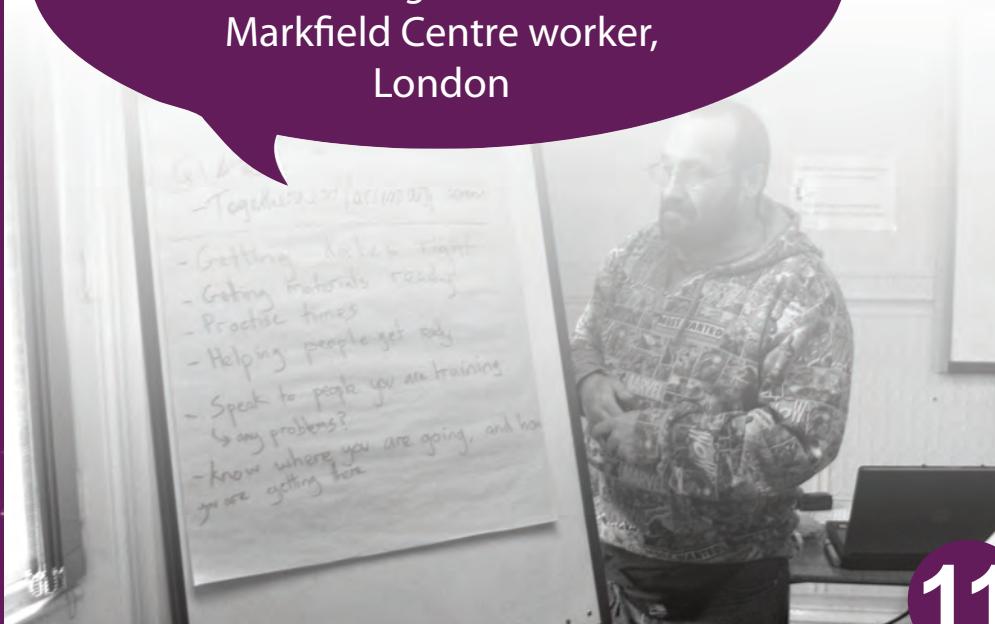
We delivered training for many Housing Associations including Ability Housing. We delivered a series of training days on Better Communication with Ability staff and tenant groups. We also delivered training to South Liverpool Housing and the Wrekin Housing Trust and began a new partnership with East North East Homes Leeds.

We delivered training to Kirklees Safeguarding Childrens Board. We also delivered training to students at Universities such as Sheffield and Salford, and to many staff teams including those working for Barnados and Berkshire NHS Trust.

The development of the Hate Crime project in CHANGE (Living Our Lives in Safety) enabled us to develop a training programme for Criminal Justice teams (Police, Courts, Prison Service & Probation). This linked with the production of the CHANGE Criminal Justice image collection. Training on this was delivered in Leeds and London in March 2012.

*"I would highly recommend
this specific training to anyone who
is interested in making information accessible."*

Markfield Centre worker,
London



Finance and Sales

The sale of resources developed by research projects is a vital part of CHANGE's sustainability. We have worked to improve our e-commerce facilities and raise the profile of CHANGE via social media and attendance at national conferences.

It is fantastic having customers like NHS Scotland who have evaluated the effectiveness of our resources and based on this have made the commitment to buy them.



Sales

Top sellers:

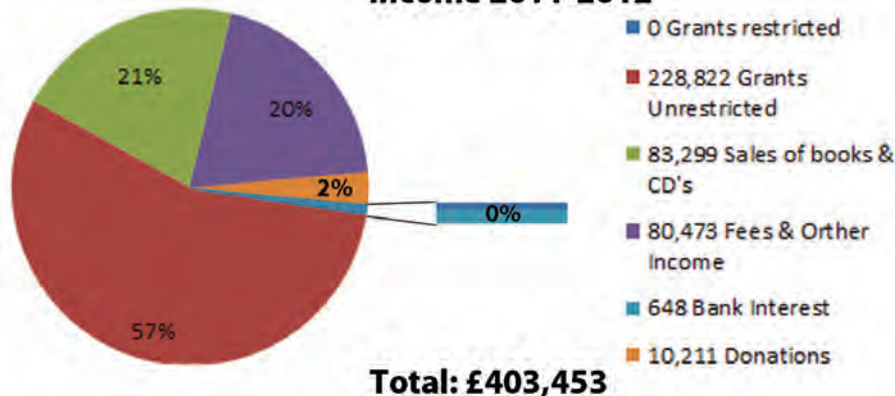
You and Your Baby 0-1 and You and Your Little Child 1-5 books are equally top sellers

Some of

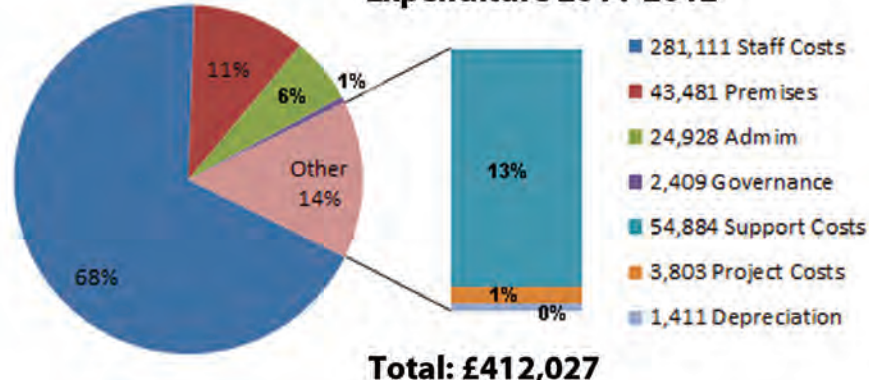
our customers:

Ability Housing;
Family Planning Association;
Keyring; Mencap
NHS Scotland;
Trafford Rape Crisis;
NHS Fife; A2 New Walk Centre; Lots of Councils and NHS Trusts nationwide.

Income 2011-2012



Expenditure 2011-2012



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.

Looking to the future...

We plan to develop new and more innovative ways of presenting information that is accessible and informative for people with learning disabilities. Our main areas of focus in our work for the next year will be;

- Building on the fantastic work of CHANGE.
- Building on our work across Eastern Europe with Lumos
- Looking at new ways of producing our images and information in different formats, making use of new multi media
- Developing our work and partnerships on hate crime
- Building on our existing relationships and developing new partnerships
- Getting our pregnancy books UNICEF accredited
- Developing training around our peer to peer model of support for people with cancer

We are looking forward to the challenges ahead and hope to build on the excellent reputation and experience that CHANGE has.



**CHANGE has received
funding from:**

EHRC

Lumos

Lloyds TSB

Department of Health

**To all those who have
supported our work we say**

Thank you



Unit 11, Shine, Harehills Road,
Leeds, LS8 5HS

Tel: 0113 388 00 11

Fax: 0113 388 00 12

info@change-people.co.uk

www.changepeople.co.uk

www.facebook.com/changepeople

www.twitter.com/changepeople_