

Southampton Centre for Independent Living



Annual Report 2001 / 2002

Choice and Control

Promoting equality across the south

Report of The Management Committee.....	2
Co-ordinator's report.....	3 - 4
Key Work Done in 2001 / 2002.....	5
SCIL activities: Statistics for 2001 / 2002	6
Management Committee.....	7 - 8
Staff Team	9 -11
Consumer Auditors and Volunteers.....	12
Project reports:	
Direct Payments Support Scheme.....	13
Independent Living Support Scheme.....	14
DET Training Register.....	15
Consumer Audit.....	16
Outreach & Skills Development.....	17
Volunteer and Consumer Auditor Reports.....	18
Membership Details.....	19
Finances:	
Treasurer's Report...2000 / 2001.....	20
Treasurer's Report...2001 / 2002.....	21
Issues for 2002 / 2003.....	22
COMPETITION TIME!	23
Our aims and how to contact us.....	Back Cover
Front cover: Barrier Free Europe meeting in Stockholm. January 2002	

The last year was a very busy one for SCIL. Far from standing still, our organisation has continued to grow rapidly. This is mainly due to further expansion in the Direct Payments department. As well as providing Direct Payments Advisors for the whole of Hampshire except Portsmouth, we have also launched a pilot scheme in Hampshire to help survivors of the Mental Health system gain access to Direct Payments. More recently, we have set up a project with Southampton City Council to make Direct Payments available to "hard to reach" groups in the City.

The Direct Payments & the Independent Living Support Schemes are both well-established projects whose funding is reasonably secure. The future of our other projects is less certain and we are currently working hard to improve this situation.

The Consumer Audit Project has been a great success. We have established the validity of this type of audit and demonstrated the advantages of involving service users in the process. We do however need to widen our horizons to reduce our funding dependency on Hampshire County Council. In December 2000, we decided to use some of our reserves to fund a full-time joint Co-ordinator to work with Chris Hunt, our part-time Co-ordinator in this department. Neil Lockett joined the organisation in January 2001. His success in attracting new audits has more than justified our decision to support this project.

Our newest & highly successful Outreach project has linked up with the oldest Disability Equality Training project. We are very hopeful that funding applications in the pipeline will enable us to continue this work and benefit both projects.

Ian Loynes has referred to our lack of Core Funding later in this report. It remains one of our chief concerns.

The staff now outnumber the Management Committee by more than 2 to 1 - even when we are up to full strength. Inevitably it is difficult in these circumstances for the Management Committee to maintain a close relationship with all the staff.

In order to improve communication between management and staff, we have had several joint meetings. This has not only allowed us to have a frank exchange of views but also ensured that we remember the aims and objectives of the founders of our organisation.

While being faithful to these aims, we need to recognise changes that have taken place in society and in our organisation. For this reason, we want to have a discussion with the whole of the membership about the future management of SCIL.

You will have received an outline of some proposals for changes to our management structure and we want to give you the opportunity to share your opinion with everyone. Please come to the AGM and let us know what you think.

It just remains for me to thank Ian and all his staff for their hard work and commitment during the year. Thanks also to my fellow members of the Management Committee - including those who have had to resign - for giving up their time to serve the organisation.

SCIL has grown quickly in recent years, so has the variety and quantity of the work we do. In this report I will try to give you an overview of SCIL's general activities. The work covered by our projects will be covered separately.

SCIL lost several staff last year, which together with 3 new staff resulted in us spending a lot of time in recruitment. We currently employ 21 staff, more than half of these are involved in Direct Payments Support. Last year we installed a Portakabin to provide extra office space. With the further growth in staff numbers we are bursting at the seams again.

Whilst it is very good news that there are now many more opportunities for disabled people to work, this does make it more difficult for us to recruit new staff and retain existing staff. To help this problem we have been able for the first time to provide a pension scheme for all staff as a 'perk'.

This year has been a year in which we have worked hard to improve the infrastructure of SCIL, to improve efficiency. We have improved our horrible computer systems, trained Lesley to do our day-to-day accounts, installed a computerised payroll system, installed extra phone lines and leased a new photocopier and laser printer – this Annual Report being much easier and cheaper to produce as a result!

With the number of staff we now employ it becomes more important to ensure that all staff and Management Committee understand and agree who we are and what our aims are. We have organised awaydays and training events to meet these needs

I think that SCIL's growing reputation for the quality of work that we do has really shown itself this year. We have been asked to get involved in many new initiatives (some paid for – some not!). I believe that what we do really well is to criticise organisations that construct barriers that prevent disabled people from living independently, but then we have the skills and the expertise to support them to reduce or remove these barriers. I believe that this sort of work will help to ensure the future of SCIL, in a time when many other organisations are experiencing real survival difficulties.

/ continued on next page

Continued from last page /

I am delighted at the success we have had this year in providing Personal Development Training to disabled people. I have evangelised in the past about the benefits to this type of empowerment opportunity. It changes lives – we have demonstrated this this year, as we will in the future. We are now in the process of applying for renewed funding to enable us to continue to provide this training in the future.

For the first time this year we have added a new page to the Annual Report to try and give you a flavour of the variety of work that we do [see page 5]. I hope that this help you to get a better understanding of the influence that SCIL has.

Last year, Direct Payments was opened up to young disabled people and carers. We had concerns that Direct Payments for carers could result in the choice and control of a disabled person being compromised. As a result of this concern, we made a policy decision not to provide support to carers wanting a Direct Payment. I hope that by making decisions like this we make it clear to everyone that sticking to our aims will always be more important than any funding opportunity.

On the campaign trail, we have been heavily involved in Hampshire's Anti-Charging Campaign. This has been partially successful in so much as Local Authorities are no longer allowed to take any 'earned income' into account when calculating how much money they can take away from disabled people for social services. However, charging remains and SCIL remains committed to campaign until this unfair, disempowered tax on disability is abolished in full.

Finally, I would like to give my personal thanks for all volunteers, staff and MC members for what they have done for SCIL in the last year. The going has been tough at times, helped enormously by the commitment and sheer hard work of all those involved in SCIL. Thank you.

The following list should give you a flavour of the range of work that SCIL was involved in during the last year:

- Hexagon Day Centre: 3 day conference on Independent Living
- BBC Access to Media day: Highlighting the negative way that disabled people are portrayed on the media
- Membership of British Council of Disabled People's (BCODP) Independent Living Committee
- Involvement in Anti-Charging campaign and publisher of 'Charging Times'
- Supporting Southampton City Council (SCC) member of staff who felt she was being treated unfairly due to her impairment
- Provision of 'Bite sized learning' courses to encourage disabled people's interest in new subjects
- Involvement in lobby to get more accessible taxis in Southampton
- Involvement in SCC Joint Investment Plan (Welfare to work). Developing and implementing a plan to break down the barriers that prevent disabled people from working
- Development of specialist Direct Payments Support Services for people with mental health difficulties and 'Hard to Reach' groups in Southampton
- Provision of Access Audits to a number of organisations
- Hosting visits to SCIL by Local Authorities and others interested in setting up CIL's
- Provision of training to student social workers at various universities
- Facilitation of County Wide Direct Payments Consultation Group
- Organisation of MP's questions time to give members a chance to grill local MP's prior to the General Election
- Involvement in Thornhill's New Deal for Communities
- Involvement in 'Barrier Free Europe' initiative, aimed at learning from good practices from Europe
- Participation in BCODP 'Creating Independent Futures' conference
- Organisation of an event for International Woman's Week, seeking to highlight the negative way that disabled woman are viewed
- Participated in Southampton Voluntary Services Disability Forum meetings
- Consumer Audit 'breakfast event' held at Southampton's St. Mary's football stadium

Whilst statistical information can be a very misleading method of demonstrating the work and value of an organisation, we provide the following as an indicator of the range and depth of SCIL's work in 2001/ 2002:

Consumer Audit:

- 6 trainees have completed the "Introduction to Consumer Audit Skills" programme.
- Provided service user and carer input to 2 service reviews and three Best Value Reviews in Hampshire.
- Contacted 150 service users and carers across 5 audits of community care services and Care Management processes.
- Completed 3 access audits of public premises.
- Held one major Consumer Audit promotional event to potential new commissioners in Hampshire.
- Secured first Consumer Audit outside Hampshire (in Essex).

Direct Payments Support Workers:

- The Direct Payment Support Workers supported around 430 people.
- And provided approx. 1260 different 'contacts' with people.
- And provided ongoing training to Care Managers and Care Co-ordinators in Hampshire and Southampton.

Independent Living Support Scheme:

- 20 new people registered.
- 145 requests for Personal Assistants.

Disability Equality Training:

- Delivered DET training to 522 participants.
- DET trainers delivered 5 Personal development courses.
- DET project represented Southampton City Council in Sweden at the 'Barrier Free Europe' conference.

Outreach and Skills Development:

- Contact and involvement with over 52 different organisations.
- Held 5 Personal development courses.

General Enquiries:

- SCIL receives general enquiries all the time, varying from a request for a phone number to a visit from a team of people wanting to know more about SCIL.
- In 2001/ 02 we received almost 270 general enquiries, which we categorise into the 12 basic needs.
Of these basic needs, most enquiries were for Information (96) and Technical Aids / Equipment (63).

Members as at 31st March 2002



Byron Oliver



Derek Spacagna



Gill Whitworth



Paul Kobryn



Steve Browne

Members who resigned during the year



Jeff Downing



Rebecca Longley



Gordon Bright

(Also Pat Frost—no photo available)

At the last AGM the following people were elected to SCIL's MC:

Steve Browne

Pat Frost

Derek Spacagna

They joined **Gordon Bright, Jeff Downing, Paul Kobryn, Rebecca Longley, Byron Oliver** and **Gill Whitworth**.

The following people supported the Management Committee in its duties:

Chris Boswell Treasurer

Gail Loynes Company Secretary

Resignations:

Gordon Bright, Jeff Downing, Rebecca Longley, and Pat Frost resigned from the Management Committee during the year.

SCIL's Management Committee is limited to a maximum of nine people, one third of whom are required to retire by rotation each year. As we currently have five members of the Management Committee, this means that two people from the committee are required to retire.

This year Paul Kobryn and Byron Oliver retire and are eligible for re-election if they wish.

Accordingly, there are now six places available on our Management Committee. Full members of SCIL are eligible to be nominated to these positions. Elections will take place at our AGM on Saturday 15th June 2002.

General Team



Ian Loynes
Co-ordinator

Lesley Long-Price
Administration Assistant
(Core and Consumer Audit)



Consumer Audit Team



Chris Hunt
Consumer Audit Co-ordinator

Neil Lockett
Consumer Audit Co-ordinator



Training Team



Janet Marshall
Training Administrator

Mark Redman
Outreach and Skills Development



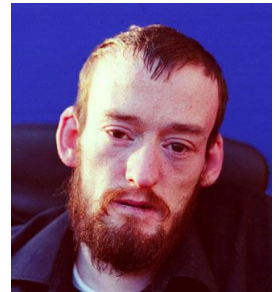
Direct Payments Team



Jackie Cunane
Independent Living Team Leader
(Manages Direct Payments Team)



Kathy Fitzgerald
Support Worker: Hampshire
(Mental Health Pilot Scheme)



Robert Droy
Support Worker: Southampton
(‘Hard to Reach’ Pilot Scheme)



Fiona Stevenson
Support Worker: Hampshire
(Alton/Aldershot/Basingstoke)



Berni Vincent
Support Worker: Hampshire
(Eastleigh/Romsey/Hythe/Lymington)



Jack Long-Price
Support Worker: Southampton & Hants
(Southampton/Winchester/Andover)



Mark Redman
Support Worker: Hampshire
(Fareham/Gosport/Havant/Petersfield)

Independent Living Support Service Team



Gerry McKeown
Independent Living Support Worker



Lynn Hemming
Administration Support Worker
(ILSS and Direct Payments)



Jean Seifert
Support Assistant



Julie Wareham
Support Assistant



Sharon Coe
Support Assistant



Jackie Perkins
Support Assistant



Angel Thorneycroft
Support Assistant



Gordon Wade
Support Assistant

Paul Ramsay
Conference Organiser

Once again we would like to express our thanks to our Consumer Auditors and other volunteers who have supported the organisation during the year.

Anne Hoskins

Chrissie

Derek Spacagna

John

Lorraine

Sue

Barry Devlin

Colette Galloway

Frank

Liz Galfskiy

Pauline Tizard

Chris Andrews

Debbie

Gill Whitworth

Liz Nizolek

Steve Polden

There have been several other Volunteers who have assisted though not on quite so regular a basis. We should not underestimate the contribution made to the richness of our organisation by our volunteers and auditors.



**Chris
Andrews**



**Derek
Spacagna**



**Liz
Galfskiy**



**Steve
Polden**

**Jackie Cunane, Fiona Stevenson, Mark Redman, Kathy Fitzgerald,
Jack Long-Price, Berni Vincent, Robert Droy, Lynn Hemming.**

I came into post as Independent Living Team Leader in November. My position involves managing the day to day running of the office, supporting the Direct Payments Support Workers and other staff who work as part of this team. I continually work with the team to develop this successful scheme further. The last year has seen a major change in the projects staff. Although this has involved a lot of hard work we have been able to maintain our high standards. The Hampshire Mental Health Pilot is well under way after a lot of work on raising awareness in this area.

The Direct Payments Support team continue to maintain a high profile nationally including commenting and contributing to issues relating to the Disability Movement as a whole. Various organisations, social services departments amongst others contact the team for information and advice. This reflects the measure of the teams commitment and hard work to the scheme.

The female members of the team took part in the Southampton Women's Festival focusing on raising the issues that disable women face. The team continue to be actively involved in charging issues.

The Direct Payments Support Service has also been successful in gaining the contract for the Southampton 'Hard to Reach' project. We have successfully recruited a Direct Payment Support Worker specifically to work on the pilot promoting Direct Payments to hard to reach people who are largely excluded from the current scheme.

The team have also designed a new Direct Payments leaflet and continue to actively promote the service we offer.

The Direct Payments Support Team will continue to work towards providing a high standard of support in the year ahead. We will carry out an evaluation of the service during the coming months. We believe it is important to evaluate the views of Direct Payments Users to develop the service we currently offer. We will aim to promote the service to hard to reach groups and raise the profile of Independent Living issues that will enable ALL Disabled People to have Choice, Control and Dignity over living an Independent Lifestyle.

Gerry McKeown and Lynn Hemming

The ILSS was set up nine years ago to offer disabled people advice, information, and support on all aspects of recruiting staff to assist them to live independently. The scheme works closely with the Direct Payments Scheme, to ensure a complete service is being provided, and is funded and supported by Southampton City Council.

The scheme is now well established and yet again it's been another very busy year. Demands on the service from disabled people have increased, and new people registered onto the scheme able to access the services has again increased.

The scheme has again this year, as last year received several requests for information from people who live outside the catchment area. This situation is being monitored with a view that one day the scheme maybe able to expand to cover the outskirts of Southampton as well as the City boundary. The current funding situation for the ILSS, is currently being renegotiated and should be completed soon.

The results from the evaluation survey indicated as in previous years that most disabled people who use the service even with it's increased membership, and limited resources are happy with the level of service provided by the scheme and recognise the need for it's continuation.

A main function of the ILSS, is to maintain a register of personal assistants (Pa's). Recruiting Pa's has continued to be a continuous activity, and the scheme is competing well again for suitable candidates with private care agencies. However, more and more agencies seem to be opening, who have more resources, but who are also experiencing difficulties in recruiting suitable candidates to meet the increased demand for this type of service. With this in mind the ILSS is doing well.

Priorities for the future

Continue to promote the service ensuring people who could benefit from the service, i.e. disabled people, or work with the service i.e. Pa's, social services etc. are aware of it's existence, and services provided. Update promotional material to house style.

Continue to look in to ways of improving the service, by way of feedback from evaluation surveys, and monitoring internal procedures to ensure that the best quality of service is being provided.

Janet Marshall

The Training Register has had an eventful year as it has become more and more involved with the Personal Development project. We have worked together to bring about a really effective programme which offers phase one and phase two personal development courses for disabled people. The courses, although having a basic structure, are evolving all the time as we encounter different people with different expectations for their own development. It has been a really exciting programme to be involved with.

We have continued our work with H.T.S (formerly Hampshire Social Services Training) and have also taken part in training for the Children's sector as well as our work with the Adults teams. Wiltshire Social Services Training and development team are still buying three courses a year as are Portsmouth Social services. This may not seem many but it is on par with all other courses they offer and I think its good to know that even though there are other training providers in both these authorities they still come back to us. Training with Southampton City Council is far less regular, although we have worked in partnership with a member of the Social Cohesion team to co-train several sessions on the Disability Discrimination Act and we are hoping these will be ongoing in the light of the implications of 2004.

We have worked with many individual organisations as diverse as Southampton Football Club, to a Local Bird Sanctuary looking at Disability Equality and implications of the forthcoming legislation. Many service providers are extremely worried about 2004 and we are getting more and more enquiries for training on this.

We successfully co-tendered with DEE (Disability Equality in Education) for a project instigated by BCODP to set up a national register for DET trainers and to set national standards. This is a very important piece of work with regards to our national profile as training providers. The project is for just over one year to build a national consortium of trainers and to draw up a standards document. The outcome of this work will be a milestone for the Disability Movement as it something much needed to ensure quality of training that is given and its accountability to Disabled People.

Chris Hunt, Neil Lockett & Lesley Long-Price

Consumer Audit has been active across four distinct areas during the last year:

- 1 Firstly in maintaining its Hampshire Social Services contracted workload. This has included five audits over the last year. These fall into two areas: personal assistance services / services which allow people to stay in their own homes; and the Care Management and Care Assessment process. Both have included gathering the views of service users and carers.
- 2 Promoting and marketing the Consumer Audit tool to a wider range of agencies including the new local Primary Care Trusts together with looking further afield for new clients. A contact has just been agreed with Essex Social Services for an audit of Advice and Information Services for disabled people in Essex.

A major event for the project in this direction was the 'breakfast event' held on the 21st March at Southampton's St. Mary's football stadium.

- 3 Capitalising on the skills and knowledge that Chris has gained on access auditing. This had brought useful additional income to the project through several significant pieces of work: Southampton Institute – city and Warsash campus and University College Chichester, both town and Bognor Regis campus.
- 4 Running another accredited Open College Network auditor training course with six new trainees. Their course work is currently awaiting assessment with certification to follow.

Through the continued support of Hampshire Social Services and the ability of the project to apply itself in new ways and work in a flexible manner the future may look different, but is nevertheless very bright.

Mark Redman

The year 2001-2 has seen Personal Development and Outreach go from strength to strength, building upon the sure foundation laid down by my predecessor Julian Fiorentini, who left post in October of last year. Since which time Personal Development has run 3 further PD courses, with another 2 more planned for July & August 2002. The average number of participants per course is running currently at 8, with an average cost per course of £3,000.00. The income generated by Personal Development through the sale of PD courses to outside organisations stands at the moment at £3,500.00, with the hope that this figure will grow to £6,500.00 by the end of the year.

It is my belief that long term Personal Development can become fully self-funding, through the raising of revenue from the sale of PD courses and the generating of corporate sponsorship.

As for outreach, it continues to be successful in communicating SCIL's message of social inclusion and full civil rights for disabled people. To this end Outreach has forged partnerships with Kent County Council and Devon New Choices project in order to help them to establish independent user led support services in their respected regions of the country.

Outside of these partnerships Outreach has had contact and involvement with over 52 different organisations. These organisations range from Direct Payments Scotland to the Fareham Access group. A range and diversity of organisations, which reflects SCIL's, growing importance both at a local and national level.

All in all 2001-2002 has been a good year for Personal Development and Outreach and leaves these departments in good stead for the year to come.



Volunteer Report:

Steve Polden:

One of my tasks is to produce the "SCIL News" newsletter six times a year. Articles and photographs provided by people involved with SCIL are moved around on blank pages until they hopefully fit together. If there is space left I write something too!



The recent arrival of a colour laser printer has given a new opportunity for some colour to be added to future issues.

It is widely felt that we should seek some external funding for "SCIL News" enabling it to be produced by a specialist organisation and reflect the ever increasing status of SCIL. This would bring about new challenges for someone to liaise with contributors and the chosen design and print company.

Whatever destiny brings for the newsletter in the coming year there is plenty to keep me busy with my other tasks which include processing membership applications and renewals, creating our new website, and collating and evolving the design of this annual report.

Consumer Auditor Reports:

Derek Spacagna: Being a Consumer Auditor is very important to me. It empowers disabled people to give their views and opinions on the services they receive. Being a disabled person myself, I know what it's like to experience services that are not appropriate, and it makes me feel proud to be part of changing things for the better.

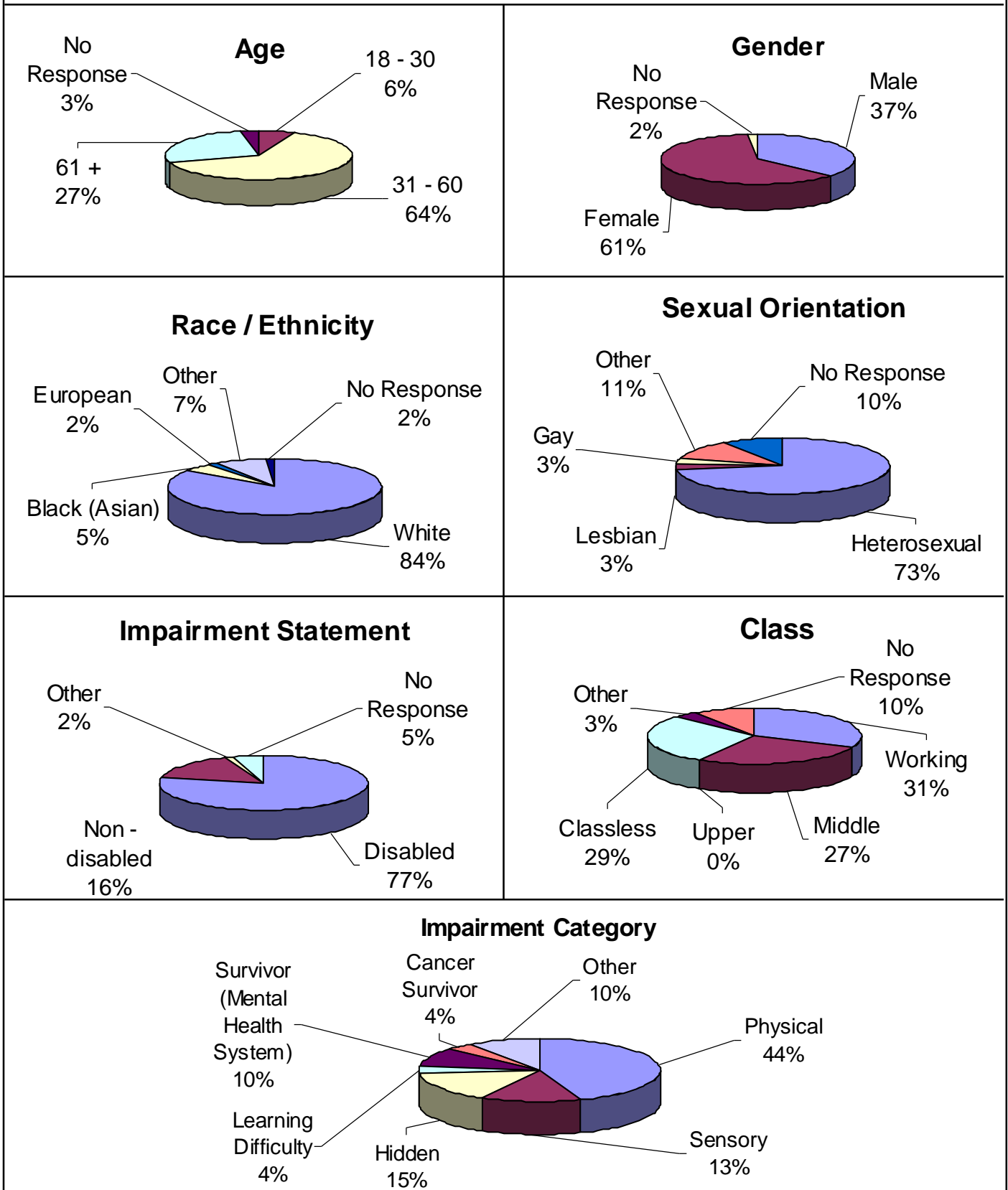
Chris Andrews: I thought the Consumer Auditor training course was a very useful thing to take part in. I learnt many things which were of use. Also how disabled people are seen through the eyes of the non -disabled person. Each individual on the course fitted in well and interacted amongst themselves.

Liz Galfskiy: I'm really pleased I took the plunge and completed the Consumer Auditor training course. From listening to many care service users and hearing their stories, I certainly believe that the best judge of quality is the user. I know from personal experience, that at times, its been a difficult fight to receive the help to which I know I am entitled. I will miss the meetings, so I'm hoping auditing for real will be just as enjoyable!

As at 31 March 2002, SCIL membership was 64. This is a decrease of 6 over the previous year.

Our current constitution restricts us to a maximum of 200 members.

An analysis of the 63 equal opportunity forms that were returned to us reveals the following statistical information:



This report relates to the Accounts for the **year ended 31 March 2001**. Full copies of the Annual Accounts are available at the AGM, or on request from SCIL. Total Income was £306,344 (£247,172 in 2000) an increase of 24%. The surplus after expenses was a modest £1,015. The General Reserve Fund stands at £52,804. The higher turnover has necessitated higher administration costs which are not yet fully reflected in the sources of funding of the various projects.

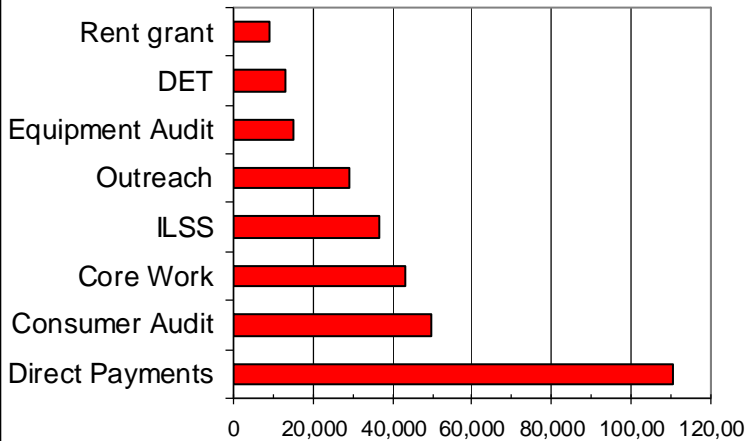


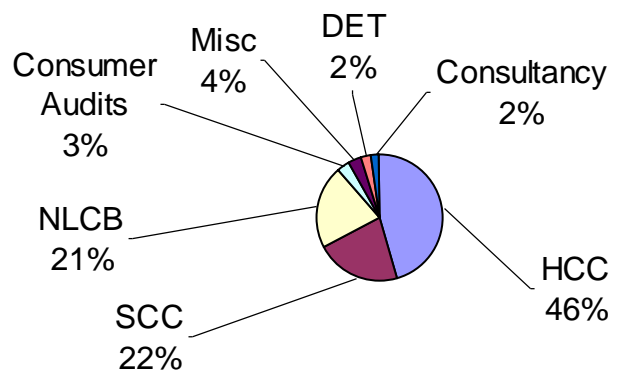
Figure 2: Sources of Income

Figure 2 highlights the continued dominance of the Local Authorities as our main source of income.

Income

Figure 1: Income by Activity

It can be seen from Figure 1 that Direct Payments Support continues to be the largest source of income



Expenditure Figure 3: How we spent the money

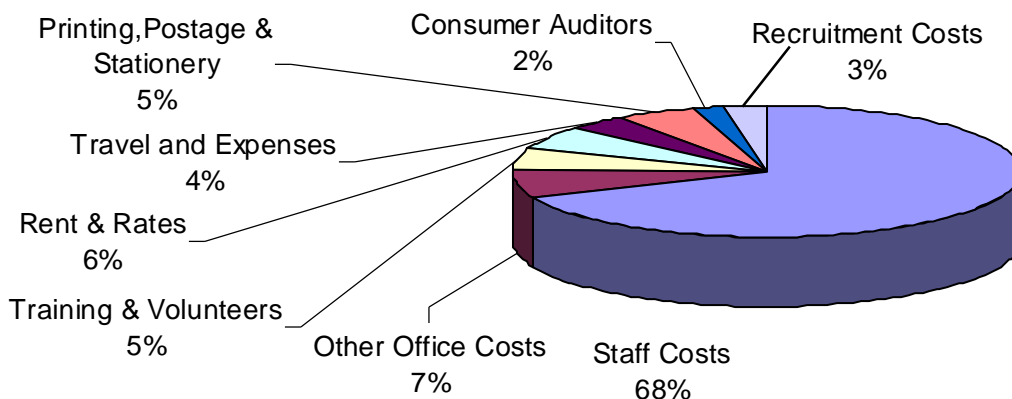


Figure 3 shows we have seen a rise in staff costs with the need to appoint an Admin Assistant. Recruitment costs are becoming a significant factor.

Summary

The Accounts show a satisfactory position, the company having absorbed the Portakabin set up costs. The major issue in hand is the future funding of projects and in the meantime controlling overheads.

This report relates to the Accounts for the **year ended 31 March 2002**. The figures have yet to be checked by our Auditor, but are unlikely to be changed significantly. Total income was up again to £356,370, an increase of 16%. This produced a surplus of £13,498.

However, after putting aside a £4,000 reserve for the Portakabin and £14,000 in three new projects, the General Reserve has reduced to £48,469.

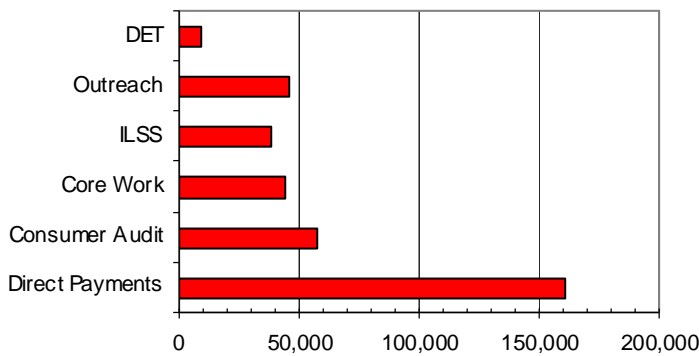


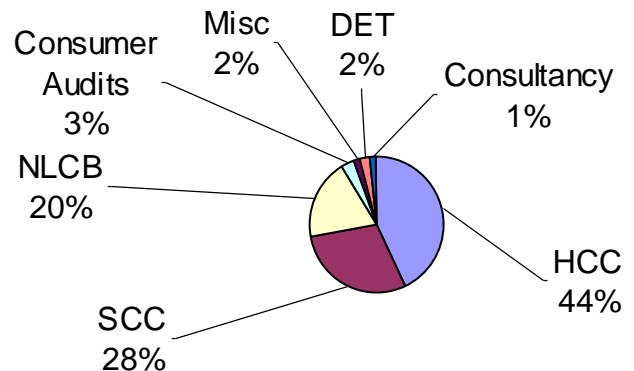
Figure 2: Sources of Income

HCC & SCC now comprise 71% of our income. This is not surprising with the growth in Direct Payments. The main concern is with the replacement of the Lottery funding when this expires.

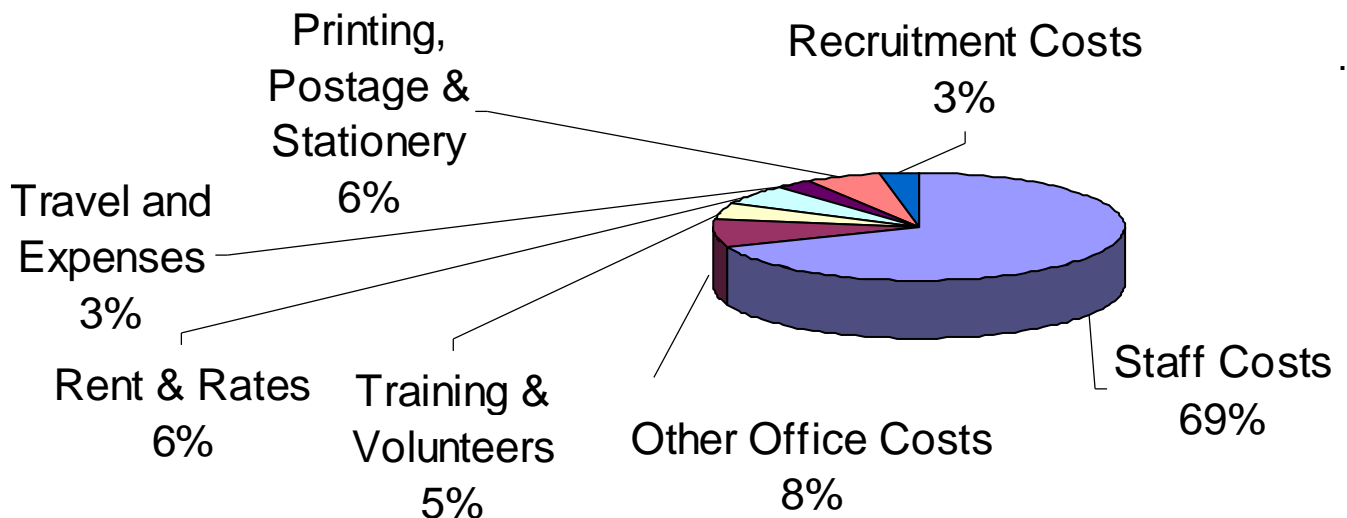
Income

Figure 1: Income by Activity

This picture is much the same as last year, but with Direct Payments now accounting for 45% of our turnover.



Expenditure Figure 3: How we spent the money



Summary The accounts show a satisfactory result for this year. The main concern which the Management Committee are tackling is the future funding of core overheads and running costs will have to be monitoring carefully in the meantime.

When looking at what we have to look forward to in 2002/2003 it is easy just to look at the annual difficulties we have every year. The coming year will be no different. However, I believe that by being optimistic and continuing to develop the work that we do, will be the best method of ensuring that SCIL will be able to continue to meet it's aims in the future.

Funding will be a very major issue in the coming year. We lose our funding for our Co-ordinator in July 2002. There will be an urgent need to find a way of funding our core work as we cannot really function as an organisation with no core staff. When other Local Authorities and organisations visit SCIL they are astonished that we receive no core funding from our Local Authorities. Considering how much they expect us to do these days I think we have a right to feel hard-done-by. We also lose funding for our Outreach and Personal Development later this year so I'm afraid as usual, chasing funding will take a lot of time – time which we could spend supporting disabled people. SCIL and our sister organisation, DAIN, are about to recruit a part-time fundraiser which we hope will help to solve our funding problems in the future. We also expect to be doing some consultancy work for the Social Cohesion Team which will generate useful income.

Office accommodation will also be a problem in 2003, as the lease on Northlands Road expires in the middle of the year. Ideally we need to try and find more suitable accommodation better suited to our needs. This will absorb a lot of time, as we found out in 2000.

Our Independent Living/Direct Payments 'department' is now well established and, I think, working together very well with a Team Leader (Jackie Cunane) managing the work. What we want to try and do this coming year is to link all our projects that provide empowerment opportunities for disabled people into a distinct department, with a Team Leader to help manage and co-ordinate their work. We believe that we should look at what a disabled person should expect to 'gain' from SCIL and design our department to ensure that we can meet these requirements. Central to this plan will be the recruitment of a 'Mentor' to provide one-to-one support to disabled people as they go through our Personal Development training. The Mentor will help guide individuals to realise their personal action plans.

Finally, our main development this year will be our planned business conference on October 24th. Following a heavy postbag from members, we now have a working title of "Barriers to People are Barrier to Business – lets solve them together", which we may shorten to "Barriers to Business".

This year our Annual Report competition has nothing to do with SCIL or Disabled People. Except that we are all addicted to chocolate and sweets!

To take part in the competition, all you have to do is to work out from the cryptic(!) clues below what chocolates or sweets they represent. All are available in the UK.

Prizes are as follows:

- 1st Prize: £30 in store vouchers
- 2nd Prize: £15 in leisure vouchers

Please send your completed entries to SCIL (details on back cover) by 30th June 2002. The person with the most correct answers will win (with a draw in the event of a tie)

The first one is done for you... Happy thinking!

Sly giggles	Answer: Snickers
High class thoroughfare	
Sport for princes	
Good children get these	
Feline equipment	
Garden flowers	
Edible fasteners	
Wobbly infants	
Big bus	
Spin around	
100% Au	
Up out there	
Even more up out there	
One who wonders	
Outside meal	
Easily blown	
Ten cent pub	
Pub Pins	
Lorry drivers snack	

SCIL's Aims are:

- To provide a means by which disabled people may take control over their lives, achieve full participation in all spheres of society, and make changes to how they are viewed and treated.
- To provide encouragement, assistance, advice, support and facilitation to individuals or groups wishing to live independently.
- To raise the expectations of disabled persons, individually and collectively, and ensure that their voices are heard.

Everybody has the right to lead an independent life. Our aim is to support people in achieving this.

To be independent does not mean doing everything for yourself. Independence means having control over your life and having a say over what happens to you.

For further information contact us on:

Telephone: (023) 8033 0982

Textphone: (023) 8063 5167

Fax: (023) 8022 5060

Address: 6 Northlands Road, Southampton. SO15 2LF

E-mail info@SouthamptonCIL.demon.co.uk

Website: www.SouthamptonCIL.demon.co.uk

**SCIL acknowledges all our supporters in 2001 / 2002,
particularly the following:**



Hampshire County Council

