



Fairdeal  
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# Annual Report

2020 - 2021

[www.fair-deal.org](http://www.fair-deal.org)

Learning Disability Support

## Growing from Strength to Strength!

We are delighted to report that this year we received lottery funding for phase 2 of our Help Yourself Grow programme!! More about that later but first here is a short update on what has been going on at HYG in the past year.

The pandemic meant most adult education or activities came to an abrupt end in 2020. People with autism or learning disabilities and their families were challenged with losing much needed services. Help Yourself Grow was one such activity to be impacted following the advice and guidance from the Scottish Government.

During level 4 restrictions, we set up a system to keep in contact with both the gardening and cookery groups in order to keep people both connected and engaged. We had whatsapp groups, zoom catch ups and, for some, 1 to 1 phone calls just to "check in" with the trainees. We also tried to keep people updated through use of Facebook, with Scott posting video messages and photos of the garden whenever it was safe for him to make a solitary visit.

We shared ideas for activities and online resources through our Facebook page, but we wanted to also create something that those without access to social media could use. So, we posted some resources to the trainees to give them something to continue working on.

As level 4 restrictions relaxed, we were fortunate to find that as we are considered to be adult education, we were able to resume our training programme before some of the wider Social and Leisure activities. After a break from just before Christmas 2020 to Spring 2021, we restarted the HYG sessions both at the Jeely Garden and the Birgidale Complex. Although the session numbers had to be reduced and we had to adapt our activities to ensure we were working to our stringent risk assessments, we had 5 cohorts of training being delivered across both venues.

Recognising that there was a huge readjustment for trainees to come back to our sessions, the trainers initially focussed on building the confidence of the trainees. Each trainee was provided with Easy Read covid instructions to assist everyone in adhering to the new guidance. The trainers focussed on more therapeutic activities with less formal structure, and gave trainees some opportunities to choose activities which they had enjoyed in the past in order to maximise engagement and positivity. This approach worked really well, and we were able to deliver the programme until the end of phase 1 funding in July 2021, in an environment where most activities were still on hold.

In May 2021, we were delighted to learn that we had been successful in being awarded 3 years of funding from The Lottery Improving Lives funding programme which will support us to move to a model of self-sustainability. The competition was fierce, however the Lottery recognised the success of phase 1 and understood our longer term vision to offer a suite of training opportunities which young adults can access via an SDS budget, personal finances and via other funding options which can be a viable alternative to college.

This, on top of the funding which has been received from 2 other funders for development of the Jeely garden to include installation of a 10m poly tunnel, has been affirmation that Help Yourself Grow is a programme that really makes a difference!

The Improving Lives funding started in August 2021 and the team are currently focussed on recruiting new trainees.

We are delighted to be offering 5 weekly HYG sessions – 3 gardening and 2 cooking. Our gardening sessions will continue at our purpose built garden, whilst our cooking sessions will be delivered at our new, fully accessible kitchen venue at the Kinning Park Complex. Scott and our highly skilled trainers, welcome young adults with a learning disability and/or autism from across the City to this FREE training programme which not only offers an accreditation in Gardening and Cooking, but an opportunity to build confidence, work with others, and most importantly, make friends. With small groups, offering structured and personalised activities, people can connect with others, enhance their skills and have fun!

**To find out more about the Help Yourself Grow programme, please contact Gail Cochrane on 0141 634 4996 for a chat about this FREE training programme.**



# Chief Executive's Report



Welcome to our 2020/21 Annual Report. This past year has been another varied and unique one in many ways. For the entire year we have delivered services within the restrictions of the ongoing pandemic, and this has been challenging but also rewarding to be able to deliver much needed essential services during this unprecedented time.

We have continually adapted to the changing landscape and have had to remain agile and flexible, something I believe Fair Deal excels in.

Some people we support had to undergo some necessary changes to their normal service provision at some points due to restrictions and they adapted with patience and understanding. I wish to thank each and every person, their families and carers for the support and flexibility they have shown.

Now that we are starting to move away from most restrictions our focus is on re-building and ensuring our services thrive as we move out of the pandemic. Our focus shifts from responding to the pandemic, to developing and growing beyond it and delivering the best possible services we can in line with the current needs of people we support and their families.

Our organisational priorities since our last AGM have been:

- Developing our Connecting You @ Social and Leisure programme online
- Re-instating Connecting You @ social and leisure physical groups in line with guidance
- Securing Funding for phase 2 of the Help Yourself Grow programme
- Reviewing our Induction programme

Overall, the past year has been one of reflection and review and we now move forward into a new phase of development. The challenges faced by the social care sector have never been more prominent however I am encouraged by the spotlight given to the sector in the past year and the general recognition that we have never been more needed and are worthy of investment.

Finally, I would like to express my heartfelt thanks to our staff team who have worked extremely hard in exceptional circumstances and ensured we continue to provide services to all who need them.

I would also like to thank our Board members for their ongoing support and commitment and to all our external stakeholders and partners for their continued partnership. I look forward to continuing to work with you all in the coming year.

Fiona Dunwoodie  
Chief Executive

## Thank you and fond farewell

This year we say goodbye to two of our Board Members, Eamonn Connolly and Moira Nicolson who are standing down from the board. Eamonn and Moira have both been with the Fair Deal board for many years and have given generously of their time and expertise to help shape the organisation and its development.

Fiona, Kenny and the entire team at Fair Deal would like to extend their sincere thanks to both Eamonn and Moira for everything they have contributed over the years and offer best wishes to them both for the future.



### VISION:

To be a dynamic and innovative organisation which challenges and champions people to reach their full potential in their community.

### MISSION:

To empower people to live full and happy lives by supporting them as they:

#### Develop abilities:

1. We will support people to learn new skills
2. We will support people to access training and development opportunities to be all they can be
3. We will invest in our people to achieve their objectives

#### Sustain relationships:

1. We will commit to working with people to develop and sustain friendships and relationships
2. We will encourage and support people to develop relationships within their community
3. We will challenge discrimination and promote the contribution people make

#### Make a positive contribution:

1. We will advance the contribution that people make within their community
2. We will encourage and support volunteering opportunities
3. We will encourage and support employment and self employment opportunities

# Chairperson's Report



Welcome to our Annual Report for 2021 which will give updates on current projects and our plans for the future, all of which I hope you will enjoy reading about. When I wrote my introduction to last year's Annual Report, the pandemic had started, but we did not know the full depth and impact of Covid -19 or how long it would continue.

The unprecedented challenges we subsequently faced over the last year have had a significant impact on Fair Deal's people, those we support, and our wider communities. We have all been affected by this terrible virus and on behalf of the Board I would like to express my deepest condolences to the families of colleagues and the people we support, who lost their lives and to all who have lost loved ones this year due to the pandemic.

It has also been a year where the sense of community and of people caring for one another has been more palpable than ever. As a Board we are immensely proud of the sheer dedication of the Fair Deal team, who have continued to go above and beyond to provide support and deliver exceptional services through these most testing of times. Balancing work and family commitments has not been easy, but the resilience and dedication shown by our people shines through and for that we are truly grateful. Colleagues on the frontline went to incredible lengths to protect our most vulnerable people and deliver services during the pandemic. They adapted quickly and with enthusiasm to new ways of working which will help shape our future operating model, ensuring we can continue to deliver the best possible services to the people we support.

I am also aware that some people we support had significant changes to their services and I would therefore like to thank not only our amazing staff, but the people we work with and their families, for how everyone adapted and adjusted to help implement measures in line with government lockdown restrictions and the situation on the ground. I know some of the measures we had to take can't have been easy and I would therefore like to say a big thank you to everyone for complying with these arrangements. The Board are acutely aware of the impact this period has also had on the wellbeing of our colleagues and their families; staff engagement has been central to keeping

everyone connected. We will continue to provide wellbeing support to staff as we move back to a more normal way of life and new working environment.

Despite the challenges presented by Covid-19, Fair Deal has been resilient and our balance sheet and general finances remain strong. Alongside the commitment of our staff, our ability to quickly pivot our services in response to significant and swift change has enabled us to continue to deliver high quality and innovative services within tight budget constraints. The unparalleled impact of Covid-19 also placed tremendous demands on our CEO Fiona Dunwoodie and other members of the leadership team and the Board would like to add our personal thanks for their outstanding leadership which has guided Fair Deal through unparalleled times. I would like to finish by thanking everyone connected to Fair Deal, be it the people we support, their families, funders, friends, stakeholders and community partners for the tremendous support and backing you have shown us over the past year.

I would also extend my appreciation to my fellow Board members who, on a voluntary basis, have worked diligently through this crisis to ensure we are giving the best possible support to our staff and leadership team. I would also like to personally thank Moira Nicholson and Eamonn Connolly who are standing down from the Board after giving many years of exceptional service. They will both be missed.

Finally I would pay tribute to our extraordinary key workers, who have reacted so well to such incredibly challenging circumstances. They have all brought Fair Deal's core values – empowering, innovation, encouraging – to life through their dedication to do the right thing for the people we support and our local community.

On behalf of the Board I thank you all.

Kenny Stocks  
Chairperson

## INVESTORS IN PEOPLE

This year we underwent our re-accreditation assessment for Investors in People and Investors in Young People. We were delighted to be awarded Gold and Silver respectively. We are delighted and proud of these results during a challenging year and look forward to taking forward the recommendations of the report. If you would like to view a copy of our Investor In People/Young People Reports please email [info@fair-deal.org](mailto:info@fair-deal.org)

*Here are some of the assessor's comments from the reports below:*

Fair Deal is an organisation that has dealt with an incredibly difficult year in a very positive way. Two factors have made this possible. Firstly, there is great cohesive clarity and purpose in what the organisation aims to achieve: Secondly, there is strong leadership

*Some comments from Fair Deal Staff:*

It doesn't matter what position you're in the organisation, when help is needed you just give it. I feel privileged to work with Fair Deal now – particularly over the last year.



# 'Connecting You'

Fair Deal's social and leisure programme has gone through many changes over the past 30 years however, no time has been quite like 2020/2021.

The Connecting You @ Social and Leisure Zoom programme was created in 2020 to mitigate the impact of restrictions and give the people we support the opportunity to connect with each other. The programme was further developed and expanded moving into 2021. Activities included Music, Drama, Belly dancing, Cooking, Singing, Zumba, Musical Theatre and Arts & Crafts. We tried to give a balance of activities to include physical exercise, to develop social skills and activities which would enhance wellbeing.

In January 2021 we wished to evaluate our zoom programme and gather recommendations to improve the programme further and to see what the people we support thought of Connecting You @Zoom. We designed evaluation forms that were Easy Read and sent them to our participants. We were more than a little heartened to hear how much the people we support enjoyed and said they were benefiting from the zoom programme. We scored all our activities on Content, Enjoyment and Development and scores averaged around 8/10. We created a report and gathered the testimonies from the people we support:

**"I enjoy learning new skills." "Enjoy talking to and seeing others."**  
**"I have learned to listen to others." "It has improved my ability to interact with others and given me more confidence socially."**  
**"Improved my ability to interact with others" "Made lots of new friends, I have learned to wait my turn to speak."**

**"As parents, we can't praise the "social and leisure" zoom programme highly enough. It was simply wonderful to hear that despite the isolation of the pandemic with all the associated risks to mental and physical well-being we had people thriving on the zoom programme and most importantly forming real friendships"**

We decided we wanted to share the programme so more people who were isolated could benefit and in March 2021 we ran a digital marketing campaign. We had accredited teachers who used Makaton and had support workers on our sessions. We shared our timetable on social media, created a video starring the people we support doing the activities they love, and created adverts.

We gained some new clients and made some improvements.

With all these apparent benefits gaining credence we embarked on our own psychological research, where a MSc Psychology student from Stirling University and produced a research paper entitled; "Physical, Psychological and Social benefits of Fair Deal's Social and Leisure Zoom Programme". The findings were more promising than expected, supporting our findings in the evaluation exercise. We found that in that past 5 years a wealth of valid and reliable psychological research has been done into the very topic we wished to work on. We concluded with empirical evidence and significant findings that all 8 of the core activities included in Fair Deal's Zoom Social and Leisure timetable have real and measurable physical, psychological, and social benefits.

As restrictions began to ease and Scotland moved down the alert level scale, it was time to restart the phased re-introduction of the in-person social and leisure activities. This was a challenging and complex task and a working group at Fair Deal was set up to deliver this. There were many new variables to be considered that didn't exist before the pandemic, however on July 21st we opened at Netherholm and started offering activities from there. Next groups opened at the Jenniburn centre on August 2nd with more group activities expected soon. We still offer some zoom activities and for a time all these access points to social and leisure activities will run in parallel.

It's been a journey of discovery and exploration during 2020 and 2021 for Fair Deal's social and leisure programme and we look forward to expanding this offer in the coming months.



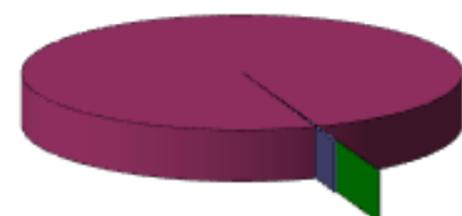
## Fair Deal Summary of Financial Information for the year ended 31 March 2021

### Income - year ended 31 March 2021

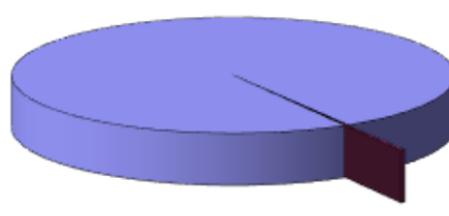
Donations and fundraising	£5,116
Income from charitable activities	£3,025,964
Bank Interest	£470
<b>Total Income</b>	<b>£3,031,550</b>

### Expenditure - year ended 31 March 2021

Expenditure on charitable activities	£2,892,594
Expenditure on raising funds	£8,979
<b>Total Expenditure</b>	<b>£2,901,573</b>



■ Donations and fundraising  
 ■ Income from charitable activities  
 ■ Bank Interest



■ Expenditure on charitable activities  
 ■ Expenditure on raising funds

This year we sadly said goodbye to two people we support. Ina Beattie, who we supported for a number of years, sadly passed away several months ago.

William Baird who attended our Fernhill social and leisure groups for a long time also sadly passed away earlier this year. They are remembered fondly by everyone at Fair Deal who knew them.



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