



2023 Annual Report



**CENTRE FOR
INCLUSIVE LIVING
Perth & Kinross**

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CHAIRPERSON'S WELCOME

Hello everyone from Cindy the Chairperson of Centre for Inclusive Living P&K.

I feel honoured and privileged to have taken up this role in August 2022 and hope that I am able to represent and support the views of our members as someone who has varied experience of living with a disability as do all my family members.



Cindy Godfrey Mckay

There has never been a better time to make sure we continue to make sure our voices are heard as services, policies and legislation are going through a mountain of change post-pandemic! Despite the pressures and new ways of working required by the persistent presence of COVID, we continued to make good progress in the delivery of services to our members.

The appointment of Jane Moncrieff as our new manager, along with the great support from Axelle, our new Administrator, meant that we pushed ahead with the resumption and enhancement of our valuable services.

I hope that, in my report next year, I will be able to say that we have not only fully restored our charitable work, but that we have taken the opportunity to review what our members need and want us to focus on, to ensure that we operate as efficiently as possible. Thank you to everyone for your continued support.

INTRODUCTIONS

*Welcome to the Centre for Inclusive Living Perth and Kinross
Annual Report for the year 2022- 2023!*



We are thrilled to present this useful reminder of all of the impactful work we have accomplished together as an organisation over the last year.

At the Centre for Inclusive Living our mission is to embrace diversity, enrich lives and support Inclusion for all. We work with a range of services and organisations to ensure better access, foster equality of experience and empower individuals to live independently with the necessary support.

We have had a busy and eventful year and it has been wonderful to get back out into the community, meeting face to face again and rebuilding the relationships and partnerships we had pre-pandemic as well as developing new ones.

Staffing challenges in the early part of 2022 meant that one member of staff was valiantly continuing the work and ensuring CILPK was meeting its charitable objectives. From providing essential member support to advocating for policy changes that

promote accessibility, our commitment to inclusivity and ensuring that Perth and Kinross provides services that meet everyone's needs remained at the forefront of our efforts. We continued to promote equal opportunities and the chance to support people to live their best life regardless of their abilities.

Within the following pages you will find out about some of the projects and pieces of work we have been involved in, which have benefited our members and the communities we serve. We are immensely proud of the impact we have on people's lives, and are grateful for the trust and support placed on us by our funders, stakeholders and of course our members.

As we reflect on the achievements of the past year, we also look towards the future with great anticipation. The opportunities and challenges that lie ahead are vast, and we are committed to ensuring our services and support continue to be relevant for our members and stakeholders as we develop and evolve in an ever changing landscape.

We extend our deepest gratitude and thanks to each and every person who has played a part in our journey. It is through your unwavering support, dedication and belief in our cause that we can continue to create a more inclusive and compassionate world.

OVERVIEW OF CILPK

CILPK was founded in 1982 as the Perth and Kinross Access Group (PKAG) with one employee.

In 2012 PKAG changed its name to Centre for Inclusive Living (CILPK) and recruited a second member of staff.

Today we are a member-led disability organisation that empowers individuals to make changes to society in a variety of ways to allow people to lead lives as independently as possible.

We are part of the independent living movement in the UK with a focus on a few key concepts: choice, control, freedom, equality.

In addition we are also recognised as one of the 32 Local Authority Access Panels - Access Panels are groups of volunteers who work to improve access and inclusion for disabled people in their local community. They do this by raising awareness and helping to change attitudes among the general public about the need for inclusive access.





Access Panels are made up of people of all ages and abilities who share a passion for the issues faced by disabled people. With the help of Disability Equality Scotland as the national umbrella body, Access Panels support their communities to become as accessible as possible, particularly in relation to the built environment, healthcare, employment, education, and transport.



We are delighted to be funded by Perth and Kinross Council (PKC) via the Health and Social Care Partnership and have an agreement to deliver a range of support and services via a service level agreement (SLA).



Broadly we work on a range of projects including Equality and Advocacy issues, Social & Health Care advice, support and policy development, community access, local consultations & campaigns, supporting and managing the Keep Safe scheme, awareness raising and training.

WHAT WE ACHIEVED IN



**2022
2023**

ORGANISATION CHANGE

In early 2022 the long standing Manager Gillian returned from maternity leave for a brief period before deciding to move to pastures new. At the same time the acting Administrator also left and the reins were firmly and solely left in the hands of Mel Todd who had been acting Manager. Following a recruitment process, Jane Moncrieff was recruited for a second time having done a short spell as maternity leave cover Manager in 2021.

Jane was able to hit the ground running with her previous experience and knowledge and over the next few months put in some new practices and processes to make the organisation run more effectively and efficiently. These included a staff project management tool Trello (helping the staff keep track of progress and communicate better with each other) and Quickbooks to manage the financial accounts for the business. In addition Perth and Kinross agreed to continue the same level of funding for CILPK.

EQUALITY AND ADVOCACY

Much of the work undertaken at CILPK is around equality issues and CILPK are frequently sign posted by P&K Equalities team to provide advice and support on a range of areas that we advocate for on behalf of our members. Issues and concerns are raised at our member meetings such as the challenges of accessing Council services post-Covid and providing advice about how to make digital services more accessible for everyone, including easy read formats and design suggestions for visually impaired people.

We were delighted to work with P&K Events team again after a number of years' hiatus, on the Xmas Lights Switch on and accessible facilities and stage for the entertainment that wrapped around this. The feedback from some of the disabled participants regarding the booking system for the accessible stage was extremely positive and people commented that having a point of contact at CILPK who could understand and support their needs gave them the confidence to attend the event when they perhaps may not have otherwise. Another participant commented that due to the information around access and having someone specifically onsite to support them made them feel that the event was very inclusive and they would attend in the future again.



As an ongoing commitment as part of our SLA several safety meetings were held during last year and were a combination of online and face to face which was a signal that normality was returning post-Covid. These included:



- Working together with Citizens Advice Bureau on topics such as Cost of living crisis, energy bills support & information - we had a very successful online event with 30 people attending from the community with disabled and non-disabled attendees
- Scottish Gov on the new Adult Disability Payment - online session run by Health & Social Care Partnership
- Face to face lunch gathering with parking attendants to talk about assumptions that are often made when dealing with people with a disability

In November our safety meeting topic was meeting with the Parking Attendants and Blue Badge issues. We were delighted to work in partnership with P&K Equalities team and hold it at 2 High Street Perth in the Council Building. This was a great opportunity for our members and Parking Attendants to come together and to ask honest and sometimes challenging questions.

SOCIAL PRESCRIBER DROP INS

We held a monthly drop in with P&K Social Prescribers at the CILPK office on Tay Street from August - December 2022. The aim of this drop in was for our members and anyone with a disability to come along and find out more about the work of the social prescribers as well as to connect people to activities, groups, and services in their community to meet the practical, social and emotional needs that affect their health and wellbeing. We thought this was particularly relevant at a time when people had become very isolated. Whilst the sessions were not well attended it was a great opportunity for staff to talk more about aims and objectives and to work closer together in the future.

MAKING WHERE WE LIVE BETTER

This group is set up for people with a learning disability to discuss matters that affect them and to ensure that their voice is heard on a range of relevant and topical issues. It provided a forum to bring along consultations on transport access, health related issues and to get out and about. The group enjoyed a lovely Xmas lunch at the Walled Garden and a creative session making Xmas cards. This group has a membership of around 15 people. Meetings take place monthly.



ACCESS TO ENVIRONMENT

CILPK continues to provide input into a range of projects to improve access to buildings, facilities and the environment. Since Covid these requests have decreased: there were 20 separate requests in 2021, while in 2022-23, there have been around half that number. These have included Greyfriars Hostel, the new gym at Bells Sports Centre, Perth Art Gallery, AK Bell Library, Perth People Places consultation, 20 minute neighbourhoods & Auchterarder street audit report completed to name but a few.

This work continues to be of vital importance as one of our key roles as an Access Panel, and certainly accessibility continues to be challenging despite the work that is being done to highlight key issues and barriers.

Several meetings took place with P&K Council planning departments and those that manage dropped kerbs to ensure that an ongoing dialogue and relationship continues with our members and that we are included in discussions about where access issues should be prioritised and addressed. Planning work ahead of time proactively would be useful and more cost effective as opposed to fixing mistakes later.

ACCESS TO HEALTH AND SOCIAL CARE

We continued to support around 10 individuals on a variety of Social Care issues providing informal advocacy and support to attend Social work review meetings. With Support Choices providing greater self directed support advice, the Centre for Inclusive Living were able to sign post and refer people to this much needed service.

Support and advice to Individual Personal Assistants still came our way and we inputted to SDS consultation on a framework for PA recruitment and training nationally.

RAISING AWARENESS AND TRAINING

CILPK provided inclusive communication sessions to PKC at lunchtime and a twilight session. 4 separate sessions took place all being attended by around 15 people from a range of backgrounds at PKC.



Whilst the sessions focussed on disability awareness generally, there was a stronger focus around good customer care, inclusion, and ensuring services are considering how their communication methods reach different audiences.



It was refreshing to deliver face to face taxi training again to taxi drivers in Perth and Kinross which included both a classroom session and a practical session with our members to ensure the drivers know how to transport people with a disability safely and respectfully.

BERTHA PARK SCHOOL TRANSITION AND ACCESS PROJECT

We were delighted to be invited to speak to senior pupils at Bertha Park school in their supported learning department.

The pupils were all preparing to transition from school to further education, work or in some cases they were not sure. 3 of our members met with the group on several occasions to talk about accessibility issues, living with a disability as an adult and generally sharing stories. It was a mutually beneficial experience and CILPK are keen to pursue this type of work further particularly involving more young people in the work that we do.

CONSULTATIONS AND RESEARCH

CILPK continued to involve our members on a range of consultations both locally and nationally. With a stronger emphasis on co-production and involving those with a lived experience we were inundated with requests and have to prioritise accordingly.

CILPK were delighted to be asked to provide a review of accessible EV charging points at Broxden Park and Ride.

Whilst we had been involved in this piece of work during Covid, providing a video to demonstrate good and bad EV accessible charging, it was much more beneficial to get out to do a site visit with some of our members and this culminated in a comprehensive report providing the Council with a range of challenges and issues to overcome but with recommendations and possible solutions for exemplar accessible facilities.

DISABILITY ACCESS DAY

Previously this event had been supported and sponsored by Euan's Guide but during Covid and thereafter nothing had been organised and so CILPK decided to make it a focus event for our calendar in 2022.

We were delighted to work in partnership with a wide range of partners and local organisations to promote the values of Inclusion, Equality and Independent Living. The event took place over 2 days.

DAY 1

Took place at 2 High Street and provided a fantastic opportunity for organisations to have a stall with information and to network with each other. Stall holders included Support Choices, Vision PK, Disability Beyond Borders, FUN, SHIP, Homestart, Tec Team, HSCP Day opportunities, Over 50's Housing & Wellbeing Service, Scottish Fire and Rescue, Moveahead, RNIB, Scope, PKC Independent living & OTs, P&K Disability Sport, Voiceability, Remploy, Social Prescribers, Welfare Society and Euan's Guide.

It was an upbeat and enjoyable day and the Jollity Makaton Choir entertained everyone which was a resounding success. Stagecoach attended and provided an electric bus to allow people to check it out for accessibility and ease of use.

DAY 2

There was a come and try sports event in Partnership with UHI Perth, P&K Disability Sport and Vitalityme. 25 people attended with a variety of Disabilities and enjoyed playing Boccia and being put through their fitness paces doing yoga and circuit work. It was a successful two days and CILPK will be looking at how they can take this event forward in 2023.





KEEP SAFE SCHEME

The Centre for Inclusive Living works in partnership with the charity I Am Me and Police Scotland to develop and manage the Keep Safe Scheme in Perth and Kinross.

The initiative is a partnership between I Am Me Scotland and Police Scotland and was originally developed to support disabled people to participate in community life, free from fear of harassment and abuse. The initiative has received wide support and has continued to evolve to become a national network with over 900 Keep Safe places throughout Scotland.

The initiative is available for anyone to use if they feel lost, scared, vulnerable or simply need some breathing space.

Keep Safe puts control into the hands of local businesses to take the lead in joining the initiative. Keep Safe places can be any venue, such as libraries, cafes, council buildings or town halls. All Keep Safe places are identified by having the Keep Safe logo displayed in their window, on our website and the Keep Safe Scotland app. A note of participating businesses is also shared with Police Scotland control room handlers.

This scheme remains important for our members and was important for the organisations and businesses in Perth as people returned to a post-Covid world.

The challenge for CILPK in partnership with Police Scotland and I Am Me is the time and resources to ensure existing venues are still meeting the criteria, that staff (many of whom are new) are trained to understand what Keep Safe is all about and to introduce new businesses and organisations to Keep Safe and its benefits for people to feel safe when they are out and about.

The priority for CILPK moving forward is to access additional resources to employ a coordinator who can manage this initiative in the future and to develop it by widening understanding and introducing new members into it who would benefit. We remain hopeful that this resource will be found.

There are currently 48 registered venues in Perth and 115 individuals who have a Keep Safe card. Watch this space for further developments in 2024.



FUNDRAISING

Our usual targeted Kilt Walk did not take place in Perth this year and we were hoping we could do a virtual one but unfortunately that didn't work out either.

As an alternative we set up a Crowd Fund page and the Manager Jane Moncrieff did a sponsored cold water Lido swim and run in London in February. Through her chilly efforts and the crowd fund we managed to raise £700.

Looking forward to 2024 we have two Trustees who are willing to take on some fundraising activity as well as looking at Trust Funds that we could apply to.

LOOKING TO THE FUTURE

CILPK continues to provide a valuable role in ensuring those who are often ignored or forgotten about are given the opportunity to have a voice and are included in the design of key policies and services both locally and nationally.



We have had a fair bit of change recently with new staff coming in, moving premises and new Trustees getting involved. This is all positive for CILPK as new people bring new perspectives and ideas.

The health and social care agenda is a constantly moving feast and has never been so challenged and it is important that we continue to have our say in matters that affect the way we live and constructively design services that suit our needs better.



Whilst budgets in local authorities are under increasing pressure, it is more important than ever that people with a disability are not forgotten about and that necessary adaptations and alterations are not ignored due to lack of resource - disabled people are taxpayers too and deserve fair and equal treatment and CILPK will continue to promote and fight for those rights.

As ever we have many exciting opportunities ahead and a few challenges to overcome but together and as a collective effort we look forward to chipping away where we can to ensure everyone can lead the life they choose.

KEY DEVELOPMENTS FOR 2023 - 2024

- Proposed changes to our memos and articles allowing for a more diverse group of Trustees with skills and experience to lead the organisation into the future
- Setting up the Disability Champion Programme to support and empower our members individually and as a group
- Identify funding sources that will build capacity in CILPK to deliver a wider range of services and to increase the membership
- Develop a succession plan to ensure CILPK has a sustainable and solid knowledge and skills resource in its staff
- Revitalise and support the Keep Safe scheme in Perth
- Launch the new website

Thank
you

Thanks to all our members, volunteers and key stakeholders for continuing to support and believe in the work we do at the Centre for Inclusive Living Perth and Kinross.

A particular huge thank you to our members who despite adversity remain positive and “can do” in their approach to life.

The laughter and fun we have at our meetings is the reason we all keep doing what we do!



**CENTRE FOR
INCLUSIVE LIVING**
Perth & Kinross



Phone:

info@cilpk.org.uk



Website:

info@cilpk.org.uk



Email:

info@cilpk.org.uk



Address:

The Gateway Centre,
North Methven Street,
Perth
PH1 5PP

Scottish Charity No. SC016452
Company Ltd by Guarantee: SC339913