

Annual Review

2017

Hate Crime

Did you know that Hate Crime is any criminal offence committed against an individual or property that is motivated by a person's hatred of someone because of his or her actual or perceived race, religion, transgender identity, sexual orientation or disability?

Did you know that GCIL is a third party reporting centre? If you are a victim or witness of hate crime, you can speak to one of our advisers and we can either help you report it to the police, or report it anonymously on your behalf.

Hate crime comes under many guises: name calling, vandalising Motability vehicles, people saying hurtful things on facebook, to name but a few. It's not, and should never be, part and parcel of being a disabled person and should not be tolerated. Speak up now, or let someone do it for you.

Useful telephone numbers:

GCIL:
0141 550 4455

Victim Support Scotland:
0845 603 9213

CAB Scotland:
0808 800 9060



A big thank you to our funders and supporters including:-



A full list of all our funders can be found in our Audited Accounts. (Copies are available on request).

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We would like to thank Catherine McEwan for allowing us to use her art work in designing our cover. (See page 12).

About GCIL

Glasgow Centre for Inclusive Living is run **by** disabled people **for** disabled people. We believe that barriers disabled people, not impairments. Our support, payroll, training, employment and consultancy services enable disabled people to assert more control over their lives as equal citizens. We provide:

Support: One-to-one assistance, advice, information, and training for disabled people who want to manage their own support (self-directed support).

Payroll: A range of payroll options that take the strain out of employing personal assistants or paying agencies.

Housing: One-to-one support, advice, information, and advocacy for people who need an adapted or accessible home.

Employment: A variety of programmes aimed at disabled people and employers.

Training: Primarily focused on supporting disabled people into employment.

Consultancy: Organisational and policy development on disability equality, diversity issues and access audits. Disability equality and diversity training tailored to your organisation's needs.

Right to Speak: A range of Augmentative and Alternative Communication Equipment that is available to try or borrow on a trial basis.

In addition to this we can offer a Braille transcription service and fully accessible meeting rooms for hire.

GCIL promotes **independent living**. Independent living means disabled people of all ages having the same freedom, choice, dignity and control as other citizens at home, at work, and in the community. It does not mean living by yourself or fending for yourself. It means rights to practical assistance and support to participate in society and live an ordinary life.

A Message from the Chairperson and the Chief Executive

Welcome to GCIL's Review for 2016 and 2017. Much has changed during the two years covered by this report. On the world stage, few would have predicted the growth in populism that led to Brexit here in the UK, and Trump's election in the USA. Nor, at a much more personal level, could we have imagined that we would lose our dear friend and colleague, Maureen McPeak, so unexpectedly and so soon.

And yet, for many disabled people, much has remained the same. They've continued to struggle under the relentless blight of austerity -bearing the brunt of harsh cuts in national and local public spending, being scapegoated in the media (and even by politicians who should know better), and being the target of increased hate crime. Many have experienced a deterioration in their quality of life and, in the worst instances, resorted to attempted suicide, after being forced into poverty, and having their citizenship and human rights denied.

The recent United Nations' report on the implementation of the Convention on the Rights of Persons with a Disability (CRPD) was critical of the UK's progress across a wide range of measures. Indeed, many would argue that social justice in the UK, particularly for disabled people, is actually on the decline. For example, a recent report showed that more than twice as many families with a disabled member in the UK live in poverty compared to those without.

And, contrary to the populist view much promoted by the media forever seeking out inspiring stories of personal 'triumph over adversity', showing a little more 'Para-Olympian-like' determination isn't the

answer. Let's be absolutely clear: like poverty, the barriers faced by most disabled people are **structural, institutional** and, above all, **removable**. As disabled people we just want to get on with our ordinary lives, just like everyone else – but with the same genuine choices and opportunities to realise our potential and thrive. This is what we mean by 'independent living'.

But it's not all doom and gloom. Positive developments over the last couple of years have included a new public duty to promote BSL, the establishment of Scotland's own Independent Living Fund, and a national strategy to address more of the injustices covered by the UN Convention, to mention just a few. There has also been a commitment to introduce Free Personal Care to disabled people under 65 by April 2019 (though, crucially, not social care). Most importantly, there is a sense that, at least in some areas of the Scottish Government, there is a renewed appetite to work more co-productively in partnership with disabled people and their organisations.

So what has GCIL been able to contribute to this overall picture? As, hopefully, you will see from this Review, we have continued to focus on providing services that help tackle barriers in three main areas: managing self-directed support (SDS), finding accessible housing, and gaining employment.

In September 2016 we were, of course, devastated by the sad loss of our close friend and colleague, Maureen McPeak, who had managed our SDS support services for over 20 years (see page 10 for a full tribute to Maureen). Despite this tragic event, and as a great testimony to the terrific team which Maureen developed over the years, our support services still managed to grow in response to increasing demand.

Indeed, by the end of March 2017, we were helping record numbers of people manage their SDS, ILF funding, and payroll, enabling them to maximise their choice and control. Our **Making It Work** project produced a range of new information materials and personal stories about using

SDS, we ran an independent travel pilot project, and expanded our IT training course, **DigiKnow**.

The chronic shortage of accessible housing remains a critical issue and this was rightly the focus of last year's Disability Summit. Despite challenges in securing sustainable funding, GCIL continues to provide one of the few specialist housing advice and advocacy services for disabled people in Scotland, and our **Home2Fit** database help us rehouse well over a hundred people a year.

On the employment front, our **Open Door** employability programme continues to achieve many positive outcomes for disabled people seeking employment. In 2016/17 GCIL successfully tendered for the Disability Lot of the Glasgow City Council's Employability programme and we have been developing the new programme throughout 2017.

Our **Equality Academy's** partnership with Scottish Government and NHSScotland to provide traineeships to disabled graduates across Scotland's health service has proved a great success and achieved excellent positive outcomes to date. We are delighted to report that the programme has been re-commissioned for a further two and a half years, enabling us to recruit a second cohort of trainees.

Although GCIL remains primarily a service provider, our policy work has included a number of key issues relating to our services. This has included: local authority charging policies; health and social care integration; funding social care; the Scottish Government's A Fairer Scotland for Disabled People Delivery Plan; accessible housing; and employment. We also contributed to the development of ILF Scotland's new fund.

Overall, given the challenging financial environment we all work in, we believe GCIL has managed to sustain services reasonably well to date as well as 'keeping our head above water' financially. During 2016/17, for example, GCIL generated an operating surplus of around £44,000 on incoming resources of just under £2m. Although a number of contracts

are still awaiting the conclusion of a service review, we remain relatively optimistic of a favourable outcome.

What of the future? We have been reviewing our strategic priorities during 2017 and will issue our draft proposals for consultation in early 2018. Key priorities are likely to include adapting and developing selected services and improving our financial sustainability. We also want to improve how we measure the impact of what we do.

In conclusion, we extend our thanks, as always, to all our funders; our hard-working staff, volunteers and directors; and, of course, to all our members, service users, friends and allies for supporting us throughout the year. An extra thank you must go to Dave Lupton (Crippen) for granting us permission to reproduce one of his excellent cartoons.

Finally, we hope you enjoy reading more about our services and performance within the rest of this Review.

Dr Jim Elder-Woodward, OBE
Chairperson.

Etienne d'Aboville
Chief Executive Officer.



GCIL Equality Academy

The first phase of the Academy partnership with NHSScotland and Scottish Government is nearing completion and has been hugely successful.

From June 2015, the partnership has provided 26 traineeships for disabled graduates in each of the 14 geographical boards, 8 special boards with an additional traineeship hosted by the NHSScotland Directorate within Scottish Government.

During the first phase, of the 17 participants who left the programme, 14 progressed into further employment. Six of the graduates have progressed into further permanent employment within NHSScotland. The remaining 3 (who only recently left the programme) will continue to be supported by the Academy and we are confident that they will also progress into a positive outcome in the near future.

One trainee, Hayley Cassidy successfully gained admission to a highly competitive PhD position at the University of Groningen, in the Netherlands. Haley is the only person in the UK to achieve this!

As a result of the success of the programme, the Scottish Government and NHSScotland have commissioned the Academy to recruit a further 23 traineeships between 2018 and 2020. We have recently completed the recruitment process and we are now in the process of placing the new trainees across Scotland.



Craig Worton, now working within the NHSScotland Directorate.

Remembering Maureen



Maureen McPeak

“
Her determination, strength, humour and no-nonsense approach encouraged and inspired a new generation of young disabled people.”

Last year saw us saying a sad farewell to a woman who played a huge and integral part in GCIL. A disabled woman who inspired many.

Maureen McPeak was our Support Services Manager and member of the senior management team.

As well as managing our Support Services, Maureen was a leading figure in the Disabled People's Movement across Glasgow, Scotland and beyond. She worked in partnership with public and third sector organisations, local and national governments and directly alongside disabled people. They recognised the value, not just of her personal qualities, but of her and her team's experience of supporting and making a difference in the lives of many disabled people and their families across Glasgow and the surrounding areas every day.

A number of partner organisations counted Maureen amongst their own. As well as helping set up GCIL and Glasgow Disability



Alliance, she served as a Management Committee member for other Disabled People's Organisations including Self-Directed Support Scotland (SDSS).

Maureen's determination, strength, humour and no-nonsense approach encouraged and inspired a new generation of young disabled people. She worked with the Youth Forum in the early 1990s and was a finalist in the Woman of the Year Award in 2005.

As well as devoting her life to improving disabled people's lives, Maureen was constantly looking for ways to make a difference to others: she organised collections of gloves and hats for the Simon Community in Glasgow and underwear for Smalls for All (a charity that sends underwear to countries in Africa); she worked closely with a local college to give social work students first hand and practical experience of independent living in action; and with Quarriers to bring accessible IT know-how to those who need it both for social and practical reasons. Maureen was one of those people who genuinely thought of everyone before herself.

Maureen is greatly missed, not only by her friends and colleagues at GCIL, but also by the many service users she supported over the years, as well as across partner organisations. Maureen touched many lives and we all seek to continue the legacy that she helped develop and nurture.

Catherine and Laura's story

Catherine (PA Employer): I decided to apply for Self-directed Support after I was awarded high rate DLA. I realised at that point that my illnesses were making day to day life more difficult and I needed support. Social Work Services offered me Cordia saying that it could take months to receive Self-directed Support. However, I waited as I wanted a direct payment so that I could stay in control and choose the person I wanted to support me. I contacted GCIL and the Adviser there gave me the information I needed to get started.

I get stressed easily and wanted someone who I could trust and who I would feel comfortable with. Laura has been the perfect choice. She helps me with food shopping, meal preparation, including batch cooking for the freezer and general housework. I enjoy painting, writing and reading but I have too many books, art materials and other odds and ends so we are 'de-cluttering' as she is an amazing organiser. She helps me evaluate a 'finished' painting, looks out for events I might be interested in and sometimes we go out for lunch locally – she's great company. We also go out together to collect my grandson from school once a week which is really important to me.

Life is so much better for me now and GCIL has been there throughout the whole process giving me information, advice and the confidence to make the choices that I wanted.



Laura (PA): I had worked for the DWP for 24 years but I had never liked the job; it was just a means to an end. About two years ago I went part time so that I could study for an HNC in complementary therapies. During that time I decided that I just could not do the job anymore as it was so at odds with my values. I'm friends with Catherine's daughter so have known Catherine for years. I tentatively suggested that perhaps I could be her PA and it turned out she was thinking the same! We decide on a day to day basis what I will do. Catherine will tell me what needs to be done and sometimes I will make suggestions. It's all about good communication and mutual trust. I enjoy working for Catherine enormously and I have been able to continue my studies to HND level. I think the arrangement has benefited both of us!

“

Life is so much better for me now and GCIL has been there throughout the whole process giving me information, advice and the confidence to make the choices that I wanted.”

What makes a good PA?

One of the recurring themes we have picked up over the years is the life changing difference a PA can make to someone's life – both for the PA employer and for the PA themselves.

We recognise the valuable contributions PAs make and this year we set ourselves the goal of promoting personal assistance as a worthwhile and positive employment option.

What makes a good PA?

There is no simple answer to this question – everyone is different and the perfect PA for one person may not suit the next. The Scottish Government's 2010 "Study of the Workforce and Employment Issues Surrounding Self-directed Support" reported that PAs and PA employers recognise that a wide range of skills and attributes are required to be a good PA. Having the right attitude and understanding of disability issues is critical; as are practical skills such as First Aid, moving and assisting, food hygiene and health and safety.

In March 2017, we piloted a training programme in partnership with the Personal Assistants Network Scotland comprising three sessions: What is a PA?; Emergency First Aid (certificated); and Moving & Assistance (certificated).

The overall response to the training was very positive with a number of the sessions being oversubscribed!



If you are interested in PA training, please contact michelle@gcil.org.uk. Please note, PAs can also apply directly to GCIL to attend the course.

Some comments from PAs who attended:

"Very good and interesting"

"Very well organised"

"Great to meet other PAs"

Comments from PA employers:

"As a long-standing PA employer, I have always believed that it was the employer's responsibility to train her own PAs according to her own needs - each employer is an individual with individual requirements. However, this training keeps the PA employer (i.e. the disabled person) at the centre of the decision-making process. Although it provides the essential, practical skills needed by a PA, it still emphasises the importance of taking the lead from the PA employer."

"Knowing your PAs are trained to a high standard in First Aid, moving safely, and so on means I can trust them to support me properly. The PA Employer Training gave me the confidence to explain to PAs exactly what I need and how I wanted it to be done."

Making a difference...



“
I’m happy in my new job and I couldn’t have done it without the support of GCIL’s Open Door programme - especially Charlie who really supported me!”

Mindy’s Story

When Mindy applied to join our Open Door programme she had been unemployed for six months despite applying for numerous jobs.

Mindy attended a number of employability learning sessions at GCIL to help prepare her for the world of work, including sessions on developing a CV, completing application forms, and interview skills.

As part of our partnership with the Wheatley Group, we were then able to arrange a nine month placement as a Trainee Housing Administrator based within Tower Homes.

Mindy’s role was to provide administration support to the office team of busy housing professionals. GCIL worked with Mindy and GHA to create a flexible training plan and offered a continuous programme of support including regular reviews. She made excellent progress, gaining office skills and confidence working in this busy housing office.



Mindy maximised her chances of gaining further employment by attending a broad range of training to increase her skills and knowledge to enable her to compete in the workplace. These included gaining the Chartered Institute of Housing (CIH) Level 2 qualification in Housing.

At the end of the placement Mindy commented “I’m amazed at how much I’ve learned during this placement. It has helped in my decision to develop a career in Housing and has also given me transferable skills that I can use in any future job”.

In February 2016, Mindy successfully moved on to a position with GHA Keystone Tenant Managed Homes as an Administrative Assistant.

In 2017 Mindy then applied for a promoted post working to help tenants and owners to improve / upgrade structural defects in their homes as the GHA Winget Liaison Officer.

Mindy said “I’m now working full time doing both administration and tenant liaison work. I’m happy in my new job and I couldn’t have done it without the support of GCIL’s Open Door programme - especially Charlie who really supported me!”

Making a difference...



“Karen Anne’s help was second to none. Without her help I wouldn’t be in the position I am in now.”

Thomas’s Story

Thomas was referred to GCIL by his Health Care Support Worker in October 2016 because he was extremely concerned about Thomas’s physical and mental health.

Thomas was living in a 4th floor flat and was struggling with the stairs due to his mobility issues. He also had mental health issues and received support from his family, Carr Gomm and the Community Psychiatric Team.

Thomas was subjected to a campaign of harassment. Following an attempt to set fire to his house his landlord installed CCTV and a fireproof letterbox.

Thomas was living in constant fear, to the extent that he couldn’t sleep, wouldn’t go out and would discourage his family from visiting. He felt his landlord should have done more to tackle the anti-social behaviour and to assist him to move.

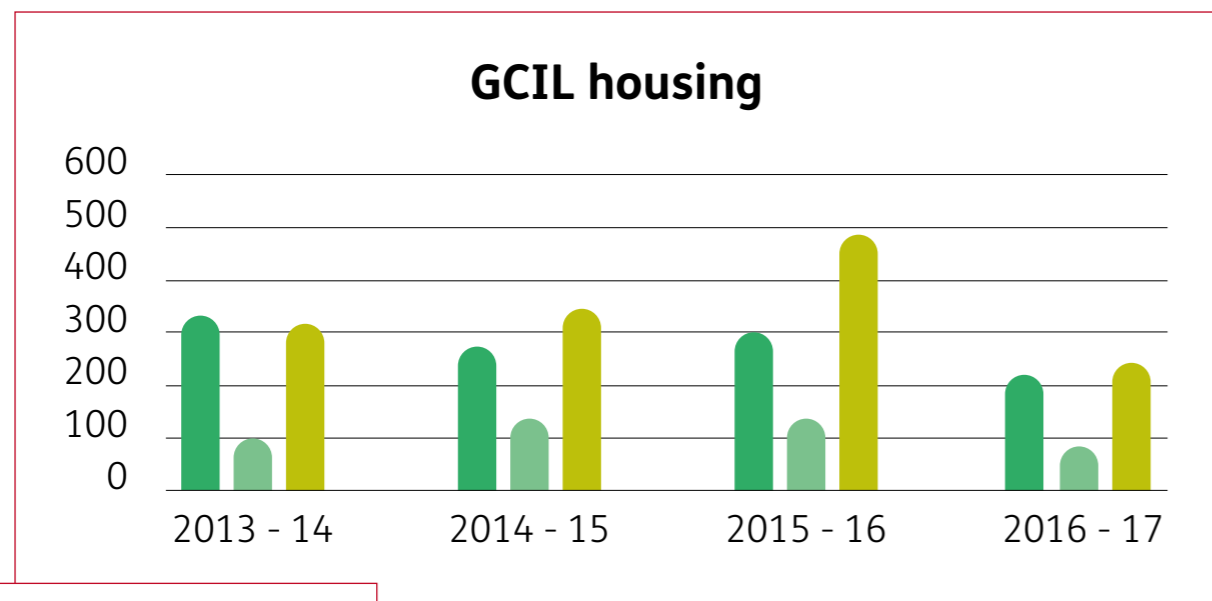
GCIL visited Thomas in November 2016 to carry out a full housing options appraisal. This was followed up with regular visits to

keep track of the situation and provide ongoing advocacy. Thomas felt strongly that after months of harassment and abuse he could not remain in Yoker and wanted to move out of the area.

Using **Home2Fit** our accessible housing register, we matched Thomas to eight housing providers who had accommodation which could meet his needs. Advocacy and support was provided to progress applications to these landlords, including a GHA Homefinder registration form and a Link Group Homehunt Housing Registration Form. GCIL continued to support Thomas in order to deal with subsequent requests for information from housing providers. In March 2017, GCIL assisted Thomas to successfully bid for a 2 bedroom ground floor property on the Homehunt website in the Renfrewshire area close to his daughter. GCIL liaised with Thomas and Link Housing regarding some repairs and other adaptation issues within the property. He was helped to make informed choices by our **Adapt2Fit** equipment guide. He moved in to the property in May 2017 and was delighted to have a home suitable for his needs, where he can live without fear.

Thomas said “Karen Anne’s help was second to none. Without her help I wouldn’t be in the position I am in now. I was suicidal before she helped me and am not sure I would be here today without her help. She is an amazing person. My new house is great, I have an adapted bathroom, I am no longer scared to go out and with my family close by to visit I feel more able to do the things I want to do, I am currently planning a trip to Loch Lomond... I also love being able to look after Alvin, my son’s Yorkie!

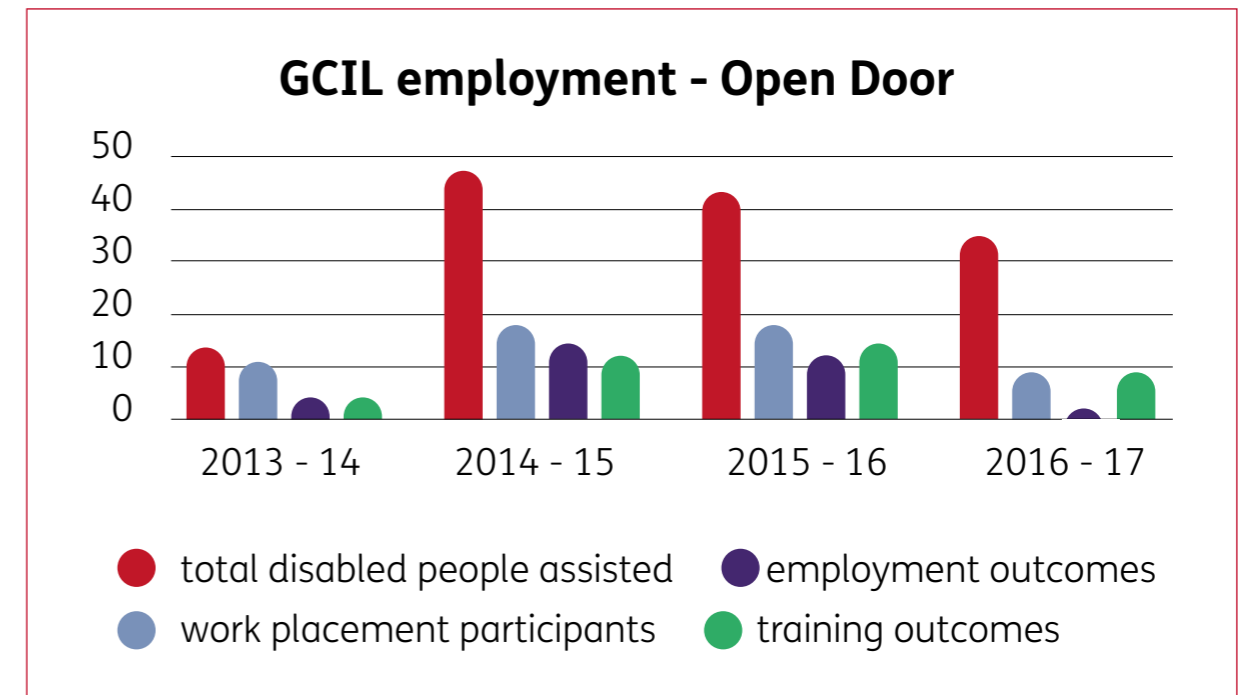
How are we doing?



- total registrations
- rehoused
- enquiries

Our housing information and advice services continued to be busy. We have further developed **Home2Fit** – our accessible housing register which matches disabled people to adapted housing and **Adapt2Fit** our online aids and equipment resource. These innovative, web-enabled, systems allow us to offer a unique range of quality support to older / disabled people who find that their homes no longer meet their needs due to illness, accident or ageing.

The demand for accessible housing continues to outstrip supply despite significant investment in housing nationally.

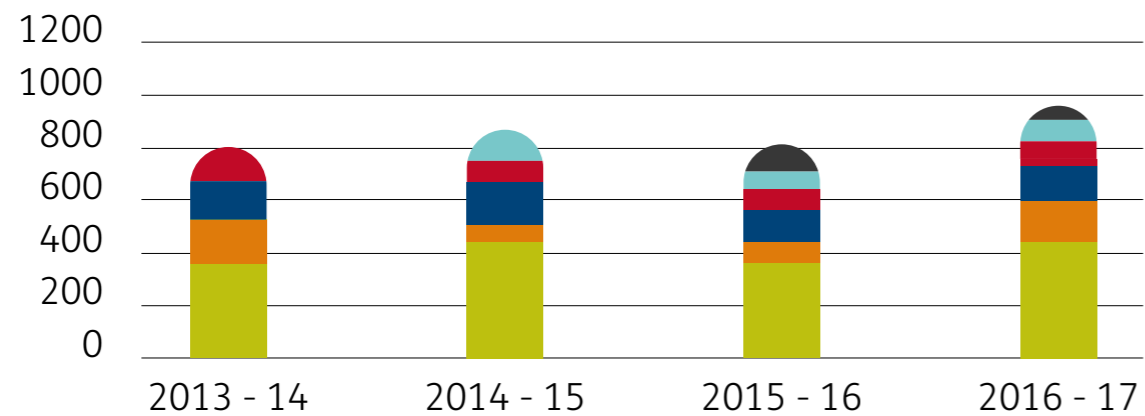


GCIL’s two main employment programmes for disabled people are Open Door which offers employability training and work experience placements covering Glasgow, and our Equality Academy’s Professional Careers programme offering support to disabled graduates across Scotland. **(See page 9).**

The graph above shows comparative figures for Open Door over the last 4 years. It details the number of people helped by the programme, those who benefited from paid work placements, and the number of positive employment and training outcomes.

The Open Door programme was redesigned in 2017 to meet the requirements of a new contract and funding model. The programme will continue to be developed in 2018 so that we can offer an enhanced range of employability training to disabled people looking to enhance their employment prospects

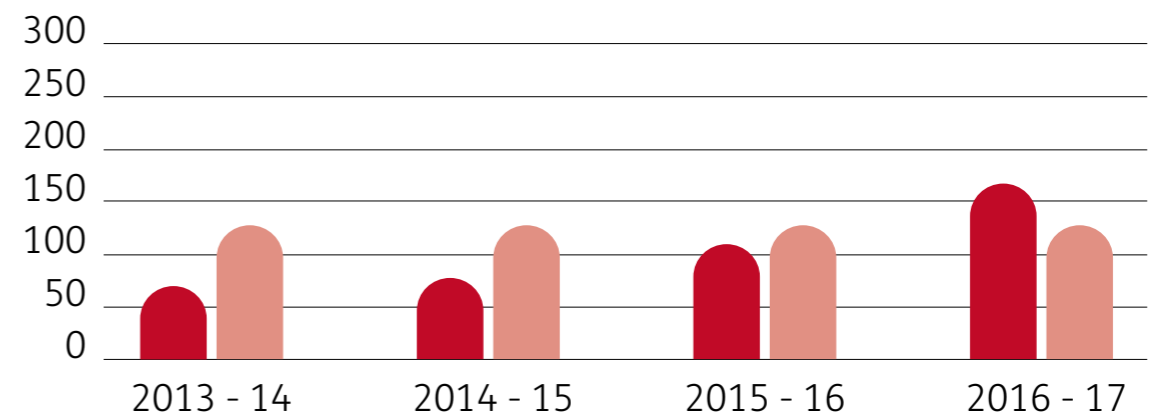
GCIL support



- Glasgow ongoing
- Glasgow occasional
- TC ED ongoing
- TC ED occasional
- TC SL ongoing
- TC SL occasional

GCIL’s Support Services provide assistance in managing self-directed support funding, mostly in the form of direct payments. They comprise **GCIL support**, Take Control East Dunbartonshire (TC ED), and Take Control South Lanarkshire (TC SL). Support ranges from ongoing, one-to-one help and advice on employing personal assistants or agencies, to answering one-off queries on particular topics. Overall, across the three local authority areas we work in, we have continued to see an increase in the total number of referrals to just under 1,000 during the year.

GCIL payroll



- Enhanced Payroll
- Standard Payroll

GCIL payroll provides both Standard and Enhanced services (where we hold the funding on the client’s behalf). The Enhanced service has proved especially popular, not least because of the roll out of pension auto enrolment responsibilities for PA employers. Paying wages and bills accurately and on time is obviously a critical aspect of managing a direct payment effectively and, with just under 300 clients by the end of March 2017, our payroll team have been extremely busy ensuring that we continue to provide a high quality service.

A Right to Speak



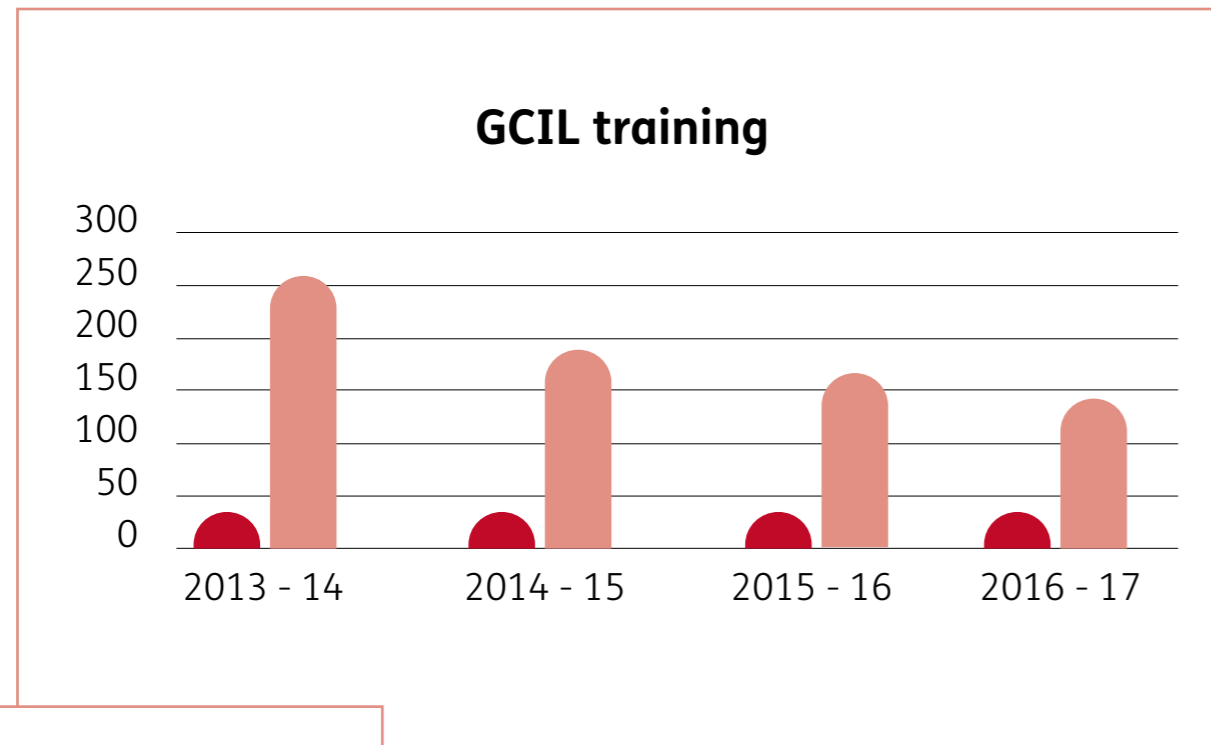
Few barriers to independent living are greater than being unable to communicate effectively due to the lack of appropriate equipment or technology. The national **Right To Speak** strategy aimed to address this and, in 2016, GCIL became one of a handful of centres in Glasgow providing access to a range of Augmentative and Alternative Communication Equipment (AAC) to try out or borrow on a trial basis.

Over the past couple of years we have been working with colleagues from Greater Glasgow and Clyde Health Board to promote the availability of AAC equipment for those who need it, or know someone who does.

We hold a range of equipment in our Brook Street office for people to try out, or borrow to trial at home. The equipment reflects the wide variety of communication options available including using simple picture communication books or devices and gestures, to computer equipment running software such as text to speech programs.

During our Open Day in September, visitors were able to get expert advice from qualified Speech and Language Therapists and try out different equipment.

Contact GCIL for further information or to arrange an appointment.



- sessions
- participants

Although we have continued to provide training on disability and diversity issues, with effect from April 2017, our training focus will be primarily on training and supporting disabled people on our Open Door programme. We will continue to offer our traditional training programme on an ad hoc basis as demand and need dictates. Our new focus will allow for both classroom style training and more bespoke on-the-job training for individuals.

Finance

At a Glance

Our income and expenditure have both increased significantly over the last two years as a result of the introduction of the Equality Academy's NHS Graduate programme.

The pie charts show our reserves, income and expenditure broken down by type.

In 2016-17 GCIL reported a small surplus of £44,472 on total income of £1,963,996. This resulted in total reserves at 31 March 2017 of £235,614 (2016: £191,142).

The Board consider this a satisfactory performance taking into account the continued challenges facing the Third Sector due to growing demand for services and diminishing public funding.

Reserves



- Unrestricted Reserves £97,192
- Designated Reserves £47,400
- Restricted Reserves £91,022
- Total Reserves at 31 March 2017 £235,614

Income

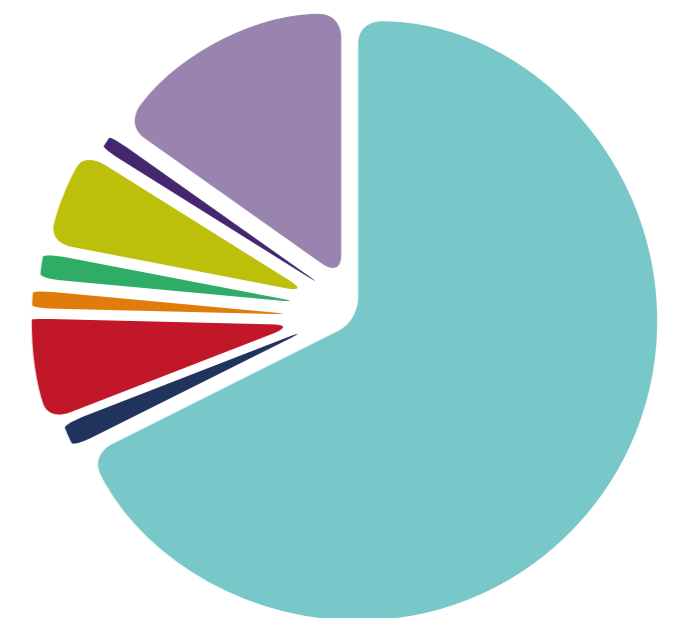
- GCIL Generated
- Local Authority Contracts
- Big Lottery
- Scottish Government (Support Services)
- Scottish Government (Home2Fit)
- Scottish Government (Equality Academy)
- NHS Placement Contributions
- Non NHS Placement Contributions
- Capability Scotland
- European Social Fund
- Glasgow City Council (Employment and Housing)
- Wheatley Group
- Greater Glasgow and Clyde Health Board
- DWP



Total £1,959,901

Expenditure

- Staff Costs
- Training and Employment
- Premises
- Communications
- Office Administration
- Other Administration
- Service User Costs
- Support Costs



Total £1,963,996



Andy, Deputy Chair



Leslie, Board Member

Board Updates

In our last Review we introduced the GCIL Board and gave readers a brief who's who guide.

Since our last Review in 2015 two board members have retired, Andy, our Deputy Chair and Lesley, one of our longest serving Board members. We wish them both a happy retirement and thank them for their services to GCIL.

If you, or someone you know, is interested in finding out more about being a Board Member, please get in touch and we will invite you to our next Board information session.

As we say goodbye to two directors we have two new faces to introduce.

Robbie

Robbie initially became involved with GCIL in 2014 when he participated in our Professional Careers Programme. Robbie lives in Glasgow and currently works in the third sector for the Jubilee Sailing Trust, a fully accessible sail training provider. Robbie is the chairman of a national children's charity based in London and regularly splits his time between Southampton, Glasgow and London. Outside of his professional life Robbie is a regular speaker, blogger, writer, sailor and traditional musician.



Fun Fact:

Robbie won the World Pipe Band championships in 2017.

Susan

Having worked as an engineer Susan has volunteered with third sector organisations regarding homelessness. She now volunteers and campaigns about housing and re-using adaptations. Susan enjoys theatre, cinema, reading and catching up with friends. She also loves a challenge and enjoys casting bodies - in her role as a medical illustrator.



Fun Fact:

Susan - good at lending a hand (In true Blue Peter fashion, here's one she made earlier!)

Dr Who?

Congratulations to our Chair, Dr Jim Elder-Woodward OBE! Not content with the honorary doctorate he was awarded in 2015, Jim has now gained a PhD in Disability Studies from Glasgow Caledonian University.

Roll Call

Chief Executive

Etienne d'Aboville | Chief Executive

Administration

Clare Muir | HR & Office Manager

Margaret Sanders | HR & Office
Administrator

John Stoddard | Caretaker

Kevin Fitzpatrick | IT Support

Catherine Craig | Receptionist

Mary Finnen | Trainee Receptionist

Lesley Naughton | Office Cleaner

Robyn Thom | Office Cleaner

Employment & Housing Services

Grant Carson | Director

Debbie McColl | Administrator

Karen Anne Doherty | Adviser

Charles Canning | Adviser

Lisa Innes | Adviser

John Speirs | Equality Academy
Development Manager

Kelly Coote | EA Placement
Coordinator

Marjorie Cuthbert | EA Placement
Coordinator

Finance

Gordon Myers | Finance Director

Alan Bear | Finance Officer

Iona McDonald | Finance Assistant

Fiona McAllister | Finance Assistant

Support Services

Angela Mullen | Support Manager

Michelle Coyle | Administrator

Donald Anderson | Adviser

Theresa Houston | Adviser

Heather McArthur | Adviser

Jean McGurn | Adviser

Lewis MacLean | Adviser

Leigh Rennie | Adviser

Lilian Smith | SDS Development
Coordinator

David Sands | SDS Trainee

Take Control East Dunbartonshire

Joanne McGee | Coordinator SDS

Lynn Williamson | Administrator/
Receptionist

Janis Jansen | Adviser

Patricia Papworth | Adviser

Take Control South Lanarkshire

Peter Brawley | Coordinator SDS

Sharon Fullerton | Administrator/
Receptionist

Agnes Hadden | Adviser

Retirements

Included among the staff who have left since our last review are **Doreen Hollywood** and **Morag Mackay**, with over **13 years'** service each they are enjoying their well-earned retirement!

Board of Directors

Dr Jim Elder-Woodward OBE | Chair

Kenneth Tomory | Treasurer

Chris Baird | Member Director

Chrissie Carmouche | Member
Director

Robbie Crow | Member Director

Alan Dick | Member Director

Linda Kaze | Member Director

Susan Mosedale | Member
Director

Marianne Scobie | Member
Director

A big thank you

We would like to thank the many individuals and placement organisations who help make our employment programmes possible.

- Blue Triangle Housing Association
- City of Glasgow College
- Cube Housing
- GCVS
- GHA
- Hillcrest Group
- Loretto Housing
- New Gorbals Housing Association
- NHSScotland
- Oak Tree Housing Association
- Plantation Productions
- Scottish Government
- The Pearce Institute
- Wheatley Group
- Yorkhill Housing Association.

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Glasgow Centre for Inclusive Living is a company limited by guarantee 161693 (Scotland) and a registered Scottish Charity SCO24299. Core funded by Glasgow City Council.