

Paper 1: Camphill Scotland Director's Update

This report covers our work since the last Council meeting and up to 8th September 2021.

Strategic development

Governance

Marcus, Margaret and Richard met with me at Tiphereth for a discussion on foundational planning for Camphill Scotland. I presented on what the organisation needs at a basic level in order to function effectively, and how we can broaden out the concept of what it means to be a 'member' of Camphill Scotland.

Camphill Chair Network

I would like to pull together a network for Camphill Chair's to meet to share learning, resources and support with Camphill Scotland. We have buy-in from two Chairs from communities, and it should benefit both the membership and our organisation.

Membership development planning

The staff team have a timeline to work to for developing our strategy and our services as a membership organisation. There will be three steps to the consultation process:

- 1: Survey to trustees of Camphill Scotland
- 2: Focus group with two – three members of each community
- 3: Workshop in each community

The consultation process is expected to be delivered by end of October with a smaller group from the board meeting to support me with the first draft of strategy, which we will present to the board at December council.

Camphill Estates

A meeting between Camphill Scotland and Camphill Estates seems unlikely at this stage.

Twelfth Camphill

An investor approached us to discuss the opportunity of opening a twelfth Camphill community in Scotland. I met with him for an initial discussion and he is very keen to take this forward.

Camphill Northern Ireland

Further to my initial discussions with the CEO of Camphill Northern Ireland last year, he has invited me to visit him and communities in Northern Ireland. His initial eagerness to become a member of Camphill Scotland has now progressed to him suggesting that we represent all Camphill communities across the United Kingdom. Whilst I am not suggesting we go down this route, there is some exploration to be had around associated memberships and partnership working. Peter is also actively supportive of the work that we're doing on the Immigration Health Surcharge Exemption.

Policy and Influencing

Call for National Summit

Following on from our letter to the First Minister requesting that the Scottish Government hosts, as a matter of urgency, a National Summit to address the impact of Covid-19 upon disabled people, including people with learning disabilities, Christina McKelvie MSP (Minister for Equalities and Older People) agreed to meet with us.

I chaired meetings with the partner organisations who had signed the letter in support of the ask, in the lead up to the meeting with the Minister. As well as the original partners - the Health and Social Care Alliance Scotland (the ALLIANCE), Scottish Care, Sense Scotland and the Scottish Youth Parliament – the Scottish Association of Social Workers also wrote a letter in support of our work, and have since joined the group.

We met with the Minister on 7th September, with Camphill Scotland receiving recognition throughout the call for making this ask and for pulling partners together. I asked for an accountable, creative and intersectional focus on how disabled people are considered and consulted with a specific emphasis on Covid. Whilst the Minister seemed initially eager to explore the summit (we had suggested including it within the wider Covid Inquiry that has recently been announced) the civil servants ruled it out. I'm now reverting to partners to discuss next steps.

CCPS Care Inspectorate Reference Group

We are now one of a handful of CCPS members who have a seat on the CCPS Care Inspectorate Reference Group, which feeds in at the most senior level. I sit on this group, representing Camphill communities with both national and regional concerns.

CCPS Children and Young People Committee

I'm now on the CCPS CYP Committee, representing our communities who support children and young people. This group covers a wide range of issues from regulation to mental health support, transitions to fair funding agreements.

Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill

Following Johann Lamont MSP's consultation with MSPs about her proposed Member's Bill, the Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill, a total of 53 MSPs from all of the 5 political parties represented in the Scottish Parliament confirmed their support for the Bill. On 18 August 2020 Johann Lamont MSP was given permission by the Scottish Parliamentary bureau to introduce her Bill, which was developed by Camphill Scotland with support from Camphill School Aberdeen, Ochil Tower School and our other members, and by Inclusion Scotland.

In November 2020 the Scottish Parliament's Education and Skills Committee issued a Stage 1 request for evidence about the Bill. The evidence submitted by young people, parents, third sector organisations, public bodies and other agencies to the Education and Skills Committee confirmed overwhelming support for the Bill. This included evidence from a focus group of young people at Camphill School Aberdeen supported by Martin Alfred, and evidence from the Because We Matter parents' network. Johann Lamont MSP, and representatives from Camphill Scotland and from Inclusion Scotland, gave oral evidence to the Education and Skills Committee on 24 February 2021 about the general principles and content of her proposed Disabled Children and Young People (Transitions to Adulthood)(Scotland) Bill.

The Bill received a positive response from the Education and Skills Committee, but the Committee subsequently confirmed it would be unable to complete its Stage 1 scrutiny of the Bill due to the lack of time left in the current parliament. Camphill Scotland and Inclusion Scotland wrote to all of the parties represented in the Scottish Parliament to request they include a commitment in their manifestos for the Scottish Parliamentary elections that they will support the Disabled Children and Young People (Transitions to Adulthood)(Scotland) Bill when it is re-introduced in the next Scottish Parliament. Camphill Scotland and Inclusion Scotland secured commitments from 4 of the 5 political parties that they would take action to improve transitions to adulthood for disabled children and young people. The Labour Party gave a commitment to re-introduce Johann Lamont's Bill, and Pam Duncan-Glancy MSP has confirmed she will re-introduce the Disabled Children and Young People (Transitions to Adulthood)(Scotland) Bill.

Commissioner for Disabled People (Scotland) Bill

Jeremy Balfour MSP, Convenor of the Cross Party Group on Disability, has agreed to introduce the Commissioner for Disabled People (Scotland) Bill as a Member's Bill in the Scottish Parliament. This Bill was developed by Camphill Scotland, and has support from a range of supporters.

Inclusive communication

Camphill Scotland and the Royal College of Speech and Language Therapists (RCSLT) have written to Shona Robison MSP, the Cabinet Secretary for Social Justice, Housing and Local Government, requesting a meeting to discuss the need for the Scottish Government to introduce the Inclusive Communication (Scotland) Bill developed by Camphill Scotland and the RCSLT.

Briefing paper on ecology and the environment

Camphill Scotland has published a briefing paper on ecology and the environment, with the initial draft being prepared with support from Tom Marx at Tigh a'Chomainn. The briefing paper focuses on the importance of ecology and the environment to Camphill in Scotland, and on what members are doing in relation to ecology and protecting the environment. Camphill Scotland and members will be able to use the briefing papers in our engagement with policy makers etc, and also for marketing purposes.

Independent evaluation of the impact of Brexit on health and social care

Baroness Jones tabled an Amendment to the Immigration and Social Security Co-ordination (EU Withdrawal) Bill on behalf of Camphill Scotland and our partners totalling over 50 organisations across the UK. This Amendment would have required the UK Government to make arrangements for an independent evaluation of the impact of the points based immigration system upon health and social care sectors across the UK. The UK Government, in response to Amendments tabled by Lord Rosser and by Baroness Jones, confirmed it would commission the Migration Advisory Committee (MAC) to undertake this review.

The MAC has now published details of the consultation which will inform the review “of adult social care and the impact the ending of freedom of movement has had on the sector”. The MAC is due to report back to the UK Government by the end of April 2022. Camphill Scotland has written to the MAC to invite it to send a reporting group to a Camphill community in Scotland to find out more about how the ending of freedom of movement has impacted upon the community. Camphill Scotland will also be holding a members' meeting to inform our response to the MAC's consultation.

Immigration Health Surcharge

Baroness Judith Jolly, a Liberal Democrat Peer, lodged an amendment to the Committee Stage of the Immigration and Social Security Co-ordination (EU Withdrawal) Bill in the House of Lords, on behalf of Camphill Scotland and our supporters totalling over 50 organisations across the UK. The Amendment would have required the UK Government to ensure that the immigration health surcharge exemption extends to international volunteers. This issue was first raised with Camphill Scotland by Nigel Munt at Blair Drummond. Negotiations with UK Government Ministers in the House of Lords, however, during the passage of Immigration and Social Security Co-ordination (EU Withdrawal) legislation proved inconclusive.

We are, therefore, seeking to extend the immigration health surcharge exemption to international volunteers through an Amendment to the Nationality and Borders Bill, which will soon commence its Committee Stage in the House of Commons. This Amendment would extend the immigration health surcharge exemption to all international volunteers. It would ensure that international volunteers volunteering for charities in the UK, and international volunteers wishing to volunteer in the UK, will not have to pay the immigration health surcharge to access services provided by the NHS when they make their visa applications.

Membership services

Member meetings

I spent a day at Camphill School Aberdeen. Wiepke had organised a packed day for me and it was wonderful to meet with so many people who live and work there. I also met with a colleague from Camphill Estates, which flagged up some opportunities for communications across Camphill to be developed.

I was guest speaker at Tiphereth's Board meeting, where I presented the work that we have delivered in the last twelve months and answered questions from board members.

Coronavirus Support

We continue to provide weekly Zoom meetings for members, chaired by Camphill Scotland and attended by all three of us, when available.

Promoting volunteer recruitment meeting

The promoting volunteer recruitment meeting took place on 25 August 2021. The meeting featured updates from members about volunteer recruitment, and also an input from Freunde Waldorf.

Influencing Group

It had been hoped to have a discussion at this meeting about the Scottish Government's Statement on its Programme for Government, but the Scottish Government's announcement in the Scottish Parliament was rescheduled afternoon of 7 September 2021. The meeting of the Influencing Group has, therefore been rescheduled to Wednesday 15 September 2021. This will enable the influencing group to include a discussion at the meeting about the Scottish Government's Programme for Government, and its key business impacting upon Camphill in Scotland and those we support.

Leadership for Succession / Training and development / Support

Two action learning sets, one for senior leaders and one for team leaders, have been confirmed. Jeannie Carlson has stepped down from facilitating the courses, due to other work commitments. Animate Consulting, who have worked closely with ourselves and with Jeannie for a number of years, are going to run the courses, which start this month.

The leadership course has commenced. We hope to fill the remaining 4 places before the start of session two (this was delayed due to staff sickness). Our IT providers have once again let us down, and have yet to set up a MS Teams channel where course participants can share information and contact each other directly; we continue to put pressure on Eurosystems to resolve this matter.

In response to interest from members, we held a resilience session online, with Joette of Animate. The session gave members an opportunity to review how they've coped throughout the pandemic on both a personal and a professional level; members were provided with practical tools which can be used to support individual resilience during challenging times. Those who attended the session found it to be very useful, but the uptake was extremely low, despite our efforts to raise awareness of the course with members. For this reason, we do not intend to offer further resilience sessions at this time.

Communications and advocacy

Camphill Family Network

Family Network is about to return after a break for the Summer.

Ecology and environment booklet

This booklet has been shared with members and associates online, and a small number of copies have been posted to each community for distribution internally or externally. We have received a few requests from associates who would like to distribute copies through their networks and we will organise another small print run. We ran a 10 day Twitter campaign highlighting each members' activities, which was well received.

Annual review

This year's annual review is available as a digital copy only. It has been shared with members and with associates; this month it will be shared with Scottish Parliament and Westminster representatives.

Online events calendar

With the move to virtual meetings becoming the norm, we now have an online booking system on our website.

Mailing lists

We invested in a clean up of our mailing lists and online subscription services. We now have better streamlined mailing lists, which differentiate between members, associates and the Family Network.

Photography project

We needed new images from members to support our work, and we employed a professional photographer, Robin Mitchell, to visit 6 communities (Simeon, Tigh a'Chomainn, Camphill School Aberdeen, Newton Dee, Beannachar and Blair Drummond). The support from and engagement by members in helping to deliver this project was very much appreciated. Robin worked very well with members, and his work is of outstanding quality; here is a [slideshow](#) of some of his images – please do not share the slideshow more widely yet as consent has to be confirmed from members first. A different photographer, through Loch Arthur, has offered us some pro-bono work in the Spring.

Finance & administration

Appraisals

Robert, Jennifer and Marcus have now had their appraisal.

Emma Walker

8th September 2021