

## **Paper 1: Camphill Scotland Work Report**

This report is structured to reflect our work on our key aims as follows:

- 1) To build a positive public profile for Camphill in Scotland
- 2) To build members' cohesion and mutual support

This report covers our work since Council last met, on December 10<sup>th</sup> 2019.

### **To build a positive public profile for Camphill in Scotland**

#### Policy and Influencing

##### *Camphill's European Links*

We have achieved a high profile for members in this area, mainly due to our campaigning on the EU Withdrawal (Evaluation of Effects on Health and Social Care Sectors) Bill. We wrote this piece of potential legislation and subsequently gained wide support across social care in Scotland and further afield for it. Since Council last met in December we have been in further discussion with the ALLIANCE, SCVO and Brendan O'Hara MP about re-introducing the Bill.

In February, our high profile on this issue prompted Channel Four News to seek us out to conduct a piece on the potential effect of Brexit on our members. They subsequently filmed a four minute piece that was broadcast on Sunday 2<sup>nd</sup> February. It was a very positive portrayal of the community showing warm caring relationships, a beautiful setting and the great contribution of a multi-national workforce. It was very impressive the way Corbenic were able to respond to the request from Channel Four at such short notice. The producer later suggested they may want to come back again to report on any future effects of Brexit. The film has also prompted comments and favourable interest on our Twitter account.

Our profile on Brexit was also part of the reason Neil was invited to take part in the SCVO event 'Breakfast with the First Minister' this month.

##### *Inclusion and Disability Rights*

Our work on the Transitions Bill has also attracted a lot of positive attention for Camphill across the social care and education sector in Scotland. It highlights Camphill values of inclusion and disability rights and our capacity to translate these into meaningful and well-supported proposals for legislative change. The Bill would give a right to a Transitions Plan to every child or young person with an impairment or long term health condition. Support with transitions would then remain in place until no longer needed, or the young person's 26<sup>th</sup> birthday. The Bill would also require the Scottish Government to introduce a national transitions strategy to improve outcomes for children and young people with a disability in the transition to adulthood, and require the Scottish Government to appoint a Minister with special responsibility for transitions.

We attended a consultation event with carers in East Renfrewshire, and Third Force News featured an article about the Bill. Third force News' Magazine will also be featuring an article about Elaine Star whose son attends Ochil Tower School. Martin Alfred at Camphill School Aberdeen also undertook a consultation event with some of the young people at the school. We have kept in close contact with Kate Monahan whose son attended CSA and now Newton Dee. She is a great supporter both of Camphill and of the Transitions Bill.

The public consultation on the Bill ran until 22 January 2020, and a total of 87 responses were received which is very encouraging. Johann Lamont MSP's office will now analyse the responses, and work with Camphill Scotland and Inclusion Scotland on next steps.

### *Other Influencing Activities*

We arranged for Roseanna Cunningham MSP, the Cabinet Secretary for Environment, Climate Change and Land Reform to visit Ochil Tower School on 27 January 2020. Third force News included an article about the Cabinet Secretary's visit. Beatrice Wishart MSP, the Liberal Democrats' Spokesperson for Education, visited Camphill School Aberdeen on 31 January 2020.

Our links with the Scottish Commission for Learning Disability (SCLD) are continuing to develop. Neil met with their CEO, Charlie McMillan, who is very supportive both of Camphill and our work on transitions. He agreed to come along to the influencing group in May to discuss current issues in relation to learning disability policy and practice and opportunities for Camphill and SCLD to work together in these areas. He will also have a tour of Blair Drummond and meet a variety of people there.

Robert and Jennifer visited SCLD to discuss inclusive communications. SCLD offered to facilitate a workshop on culture change and inclusive communication in its widest sense for members.

We continue to play an active role in key cross party groups in the Scottish Parliament, and attended the recent meetings of the Cross Party Groups on Disability, and on Carers.

### Communications

#### *Camphill's 80<sup>th</sup> Birthday*

We held discussions with three potential providers about making a video to celebrate the 80<sup>th</sup> birthday of Camphill. The video would highlight the enduring inspiration behind the establishment of Camphill in 1940. It will also focus on the unique and valuable features of Camphill as these have been pointed out by parents, carers and others – namely: the breadth and depth of relationships offered by community life, the wide range of opportunities to find a sense of purpose through work and social/cultural life and the beautiful environments on offer. Two of the potential providers subsequently submitted formal proposals and these were considered by the influencing group on 22<sup>nd</sup> January. All comments received so far have been very positive about the merits of taking this idea forward and a clear favourite is emerging.

We have also now booked a celebratory reception at the Scottish Parliament on 27<sup>th</sup> October and use of the exhibition space for that week. Further plans for this event will be made with the influencing group.

#### *Other Communications Activity*

We arranged for MS Photography to visit Simeon, Camphill School Aberdeen, Corbenic and Ochil Tower School. Members enjoyed working with the photographer and he created a suite of new, attractive photographs that illustrate our three themes of relationships, purpose and environment.

We have maintained our Twitter profile and published a newsletter for members and an e-bulletin for stakeholders. Our Voice articles covered our work on transitions, visits to communities, a new immigration system and we highlighted the

values element of the next Dialogue conference and CSA's mention in the Grampian Mental Health and Learning Disability Strategy review. We issued two calls to action to gather more support for the consultation on the Transitions Bill.

Finally, it has been confirmed that Jon Plunkett, Care & Support Manager at Corbenic, will read his poem, 'Meanwhile', at the Scottish Parliament's Time for Reflection which will open business in the Scottish Parliament on 17 March 2020.

## **Building Members' Cohesion and Mutual Support**

### *Care Inspection*

We facilitated a members' meeting with Claire Drummond of the Care Inspectorate on Monday 13<sup>th</sup> January. We discussed the recent advice given by the inspector for Corbenic who said that volunteers could not be involved in administering medication. Claire advised us that the inspector had got it wrong. Claire stated that it is not the Care Inspectorate's position that unpaid workers cannot administer medication. Claire has spoken to the inspector for Corbenic and the Team Manager to clarify this. This positive outcome illustrates the great value of this forum where members and a senior manager from the Care Inspectorate can address any issues at an early stage.

### *SSSC and Workforce Regulation/Development*

We have confirmed arrangements for members to meet with Laura Lamb of the SSSC. Laura is Head of Learning and Development at the SSSC and therefore well placed to have a discussion on the future of social pedagogy in Scotland as well as any other issues members wish to raise on any aspect of the SSSC's role in regulating and developing the social care workforce.

In preparation for this meeting Neill attended the recent meeting of the Social Pedagogy Network at Ochil Tower where he facilitated an 'open space discussion' on working with the SSSC.

### *Leadership for Succession*

Eleven people have come forward from Newton Dee, Simeon Care for the Elderly and Camphill School Aberdeen to take part in the latest Leadership Development Programme to be facilitated by Animate Consulting in Aberdeen. This is a positive response and shows the continuing appetite of members to learn about leadership together and build supportive peer relationships across communities. There are currently two action learning sets in operation, facilitated by Jeannie Carlson, to help more established leaders develop their leadership practice and their peer networks. These have been well received and more are planned for the next financial year.

### *The Camphill Scotland Strategic Finance Group*

Annie Gunner Logan, CEO of CCPS, will attend the next meeting to take place at Tiphereth on the 10<sup>th</sup> March to talk about the implementation of the living wage in Scotland and CCPS' efforts to represent their members' interest in this and in relation to the funding of social care generally in Scotland. There will then be the usual opportunity for those involved in the financial side of community life to share ideas and offer peer support.

### *The Influencing Group*

The Influencing Group met at Camphill School Aberdeen on 22 January 2020. The meeting was well attended, with members from Newton Dee, Camphill School Aberdeen, Beannachar, Corbenic, Blair Drummond, Tiphereth and Ochil Tower School. We discussed a range of current issues including Camphill in Scotland's 80th Birthday celebrations.

### **Organisational Development and Governance**

Neil has informed the Chair of his intention to resign as Director of Camphill Scotland. He wishes to give priority this year to his family and moving house. The Chair has set up a recruitment group to find a replacement. Neil has offered to delay his resignation to give the organisation more time to do this and, if appropriate, assist with the process of succession.

Staff appraisals are proceeding as planned. The appraisal process involves the supervisor gathering feedback on each worker from three close colleagues to provide a more rounded picture on the worker's contribution to Camphill Scotland. Feedback on both Robert and Jennifer has been very positive. Robert's appraisal is now complete and Jennifer's will be completed later this month.

Neil Henery, Jennifer Leiper, Robert McGeachy  
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