

Glasgow Association for Mental Health

Annual Report 2006/2007



CORE PURPOSE: Glasgow Association for Mental Health promotes the Mental Health and Wellbeing of the people and communities of Greater Glasgow.

VISION: All of Scotland's people will achieve full and equal citizenship rights, regardless of their mental health status.

VALUES: We value openness and fairness in our work with each other, the people we support and other organisations.

We value learning from our own experience as well as from evidence gathered elsewhere.

We value difference in people's backgrounds, identities, views and beliefs.

We value the difference we make.

MAIN ACTIVITIES: We create services and opportunities that assist people with, or recovering from, mental health problems to live the lives that they want to live.

We support carers of people who experience mental health problems.

We work with individuals, communities and other organisations to challenge stigma, discrimination and inequality in mental health.

We create opportunities for learning and sharing expertise in mental health and wellbeing.

SERVICE PRINCIPLES: We recognise the strengths and resourcefulness of the people we support, and the workers who support them.

We recognise that Recovery is personal to every individual and our role is to support that process for each one.

We recognise the role of communities, other organisations and other service users in supporting the process of Recovery and maintaining Wellbeing.

We recognise the effects that stigma, discrimination and inequality can have on the people we support. We work inclusively within the organisation and challenge exclusion outside it.

Chief Executive's Report

Last year's Annual Report was developed around the theme "Building on Strengths, Working Together, Supporting Recovery".

These ideas and the values they represent have been a thread of continuity during a year of complex change for staff, volunteers and the managers who must steer a steady course in a time of both challenge and opportunity.

When we speak of building on strengths of course we are talking about using the strengths of people we support as a basis for their own personal journey of recovery. We are also referring to the strengths that staff bring to their work as a basis for ongoing learning and practice development. We can also see that whole organisations, like GAMH, can build on strengths – much of our service related activity this year has been rebuilding on strength as we seek to retain all that is valuable about our existing services while modernising and reorganising them.

Partnership has been a watchword for the Association for many years. "Working Together" with people we support, with communities and with organisations that share our values continues to be central to what we do and how we do it. Working together becomes increasingly important as more recognition is given to the fact that people who are reclaiming or rebuilding their lives want more options than one organisation can offer. While some partnerships are local, others are national or international and we are very pleased to continue to represent the United Kingdom in a European partnership project that has vocational training for community mental health workers as its focus.

"Supporting Recovery" means many kinds of activity and the real variety that this involves has been very clear to us in this last year. We have taken many steps to make sure that

supporting recovery happens in everything that we do, in our practice, in our policies and procedures and in our planning for the organisation's future. We held our first organisation wide Recovery event in June. This was attended by people who use our services, volunteers, staff, managers and Board Members. This cross section of the organisation began to explore together what Recovery might mean within GAMH. Part information sharing and part consultation, the event was seen as a major success and generated a large amount of debate and ideas. The report of the event is due to be released in September 2007. A follow up event on Peer Support and Recovery is being planned as well as smaller locally based discussions to progress the issues generated in June.

It would be fair to say that in 2006/2007 the organisation as a whole has begun its own journey of recovery. Our own ambition to constantly improve, to generate more opportunity for people we support and make the best use of the talents of our workforce, will see more change in the forthcoming year.

In addition to our current activities we want to do more to promote social and economic inclusion, to develop opportunities for learning, teaching and sharing relevant expertise, combat inequality in mental health and to maintain our own independent perspective on mental health and wellbeing. The year ahead will be busy and full - Full of opportunity.

Jenny Graydon
Chief Executive
Glasgow Association for Mental Health



Chairman's Message

The world in which our organisation is operating is changing rapidly. GAMH itself is changing, partly as a response to outside influences and in part as a result of our own internal ambition to modernise what we do and how we do it.

Political and economic priorities are shifting in the field of health and social care while the mental health system itself is changing in response to legitimate demands from the service user/ consumer movement. In practical terms, this includes more attention being paid to the reasons why people with mental health problems have been excluded and services putting more focus on all aspects of people's health and well-being.

This year we have continued a comprehensive programme of change in the way we organise our services and in how our staff carry out their work. The development of our Service Centres and the focus on a Strengths Based approach to Recovery and Wellbeing should ensure that we remain values led while satisfying the demands of funding and regulatory bodies.

People who use our services tell us that they want us to create a wider range of opportunities than support services alone can provide. There are also growing pressures on the budgets for all health and social care services – so funding will continue to get tighter and **again I have to emphasize** that we will have to find other sources of income.

It is clear that we need to, and have the opportunity to continue to widen the range of activities we carry out and therefore the ways in which we earn our income. This is both to achieve our aims and out of financial necessity. This year therefore, we have begun to lay the foundations of an expanded role for the organisation one which compliments and strengthens but does not replace our commitment to providing high quality local services.

In all of this the organisation has benefited from the enthusiasm and hard work of volunteers, staff and Board Members. To all of you I offer my genuine thanks and appreciation.

Andrew F Dewar

Chairman

Glasgow Association for Mental Health



Service Developments

Throughout 2006 and into 2007, GAMH continued to provide its highly effective range of community services in the shape of formal/informal group and individual support, housing support, employment ready support and services to Carers and Young Carers. This was done amidst a background of changes to the way services are delivered and new developments being brought on stream.

We continued to progress the development of our new five Service Centre structure. At the time of going to print, our last remaining two service centres in the south of Glasgow are ready to open for business. These five service centres, each one based within a CHCP area will enable us to provide a much more integrated and locally networked service to people experiencing, or recovering from, mental ill health and their carers. Discussions with GCC Social Services are ongoing and we hope to complete this process soon.

Following on from the original research report "No one asks me" our work with older people received a further, small piece of funding from the Scottish Executive Mental Health and Well Being in Later Life programme. This funding has enabled us to do a specific piece of work in partnership with the North CHCP. This project is still ongoing and results of the work undertaken should be available in the New Year.

Money Advice issues are of major concern for many of our service users. GAMH workers have always recognised the impact that income maximisation and the claiming of disability benefits has on an individuals wellbeing. During 2006 we secured funding from Glasgow City Council Development and Regeneration Services (DRS) to conduct a piece of research into accessibility of money advice services for people with mental health difficulties/ carers and individuals from the BME communities. This research was undertaken by the Scottish Poverty Information Unit on our behalf and a report was produced in April 2007. Further funding from DRS has allowed GAMH to employ a worker for a 12 month period to take forward some of the recommendations contained in the report. We will report on the outcome of this piece of work next year.

Recovery orientated service provision and strengths based practice have been at the heart of our service delivery over the last 12 months and this will continue to grow. We are establishing training for staff around recovery and peer support and it is our wish that service users will be included in this training as participants or trainers.

Christine Farrell
Director of Operations

Training and Development

Training and staff development within GAMH reflects the changes in traditional services to more diverse service models with an increased emphasis on strengths and evidence based practice.

The workforce have embraced the professionalisation of Social Services and our programme is comfortably on schedule to ensure that all registerable staff have the appropriate qualification to register with the SSSC within the required timescales.

Training and learning opportunities attended by the workforce includes:

Child protection, Human Rights, Cognitive Behaviour Therapy (CBT), Equalities, working with Complex Needs and a wide range of other issues.

Feedback received from participants includes:

“I feel the course was beneficial both in my work and personal life”

“Training was in line with the ethos of the organisation – focus on solutions, recovery and choice”

Our training department works closely with other agencies including SAY Women and Quarriers, and also the Statutory and Private Sector in order to share resources and widen the training opportunities as effectively as possible.

We continue to focus on Continuing Professional Development and every employee has a CPD record. CPD is a cornerstone of the GAMH Training and Workforce Development Strategy.

“My skills and development have been enhanced significantly”

The aim of all the training that we provide is to ensure that the service users have access to a first class service delivered by a workforce whose skills and knowledge are always up to date.

In addition to this comprehensive Training and Development Programme, GAMH continues to be a partner in the delivery of the highly respected Anti-Stigma Training with the Glasgow Anti Stigma Training Partnership.

This is a multi-agency initiative working to address inequalities in mental health.

With Workplaces

- In partnership with colleagues from the Positive Mental Attitudes Project and Scottish Association for Mental Health we have continued to deliver city wide Workshops to organisations significant in the lives of people experiencing mental health problems.

Over 600 people have attended the workshops since the project began last year. A key part of the workshops draw upon the personal experiences of people who have used mental health services as evidence shows this can be a powerful approach to addressing stigma and discrimination.

Tackling Mental Health Stigma with Black and Minority Ethnic Communities

- We are a key partner in a project which looked specifically at the mental health issues in Black and Minority Ethnic communities and the report *Mosaics of Meaning* was published in 2007.

Story Telling Project

- This year we are involved in a project which is recording personal experiences of mental health stigma in Black and Minority Ethnic Communities.

Talking about Recovery

- We are also involved in a project which has been exploring the meaning of Recovery with women from Black and Minority Ethnic communities and a report of these discussions is currently being launched in Glasgow.

John McCormack
Training Manager

GLASGOW ASSOCIATION FOR MENTAL HEALTH

Building on Strengths

Promoting Social and Economic Inclusion

- Combating Poverty
- Supporting Active Citizenship
- Widening Access to Employment

Working Inclusively

Creating Opportunity for Learning and Development

- Promoting Good Practice
- Extending Knowledge
- Valuing the Expertise of People in Recovery

Supporting Recovery

Creating Opportunity

Promoting Wellbeing

- Encouraging Self Help
- Building Resilience
- Valuing Choice



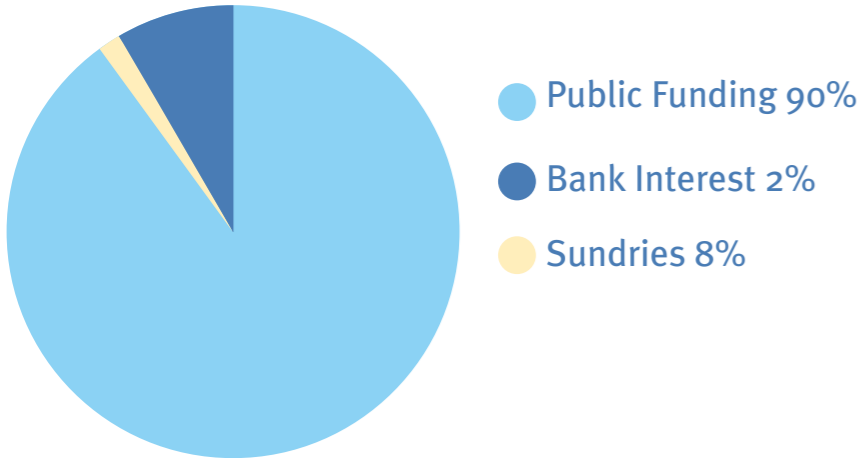
Financial Report

(Statement of Financial Activities)

Year Ended 31 March 2007

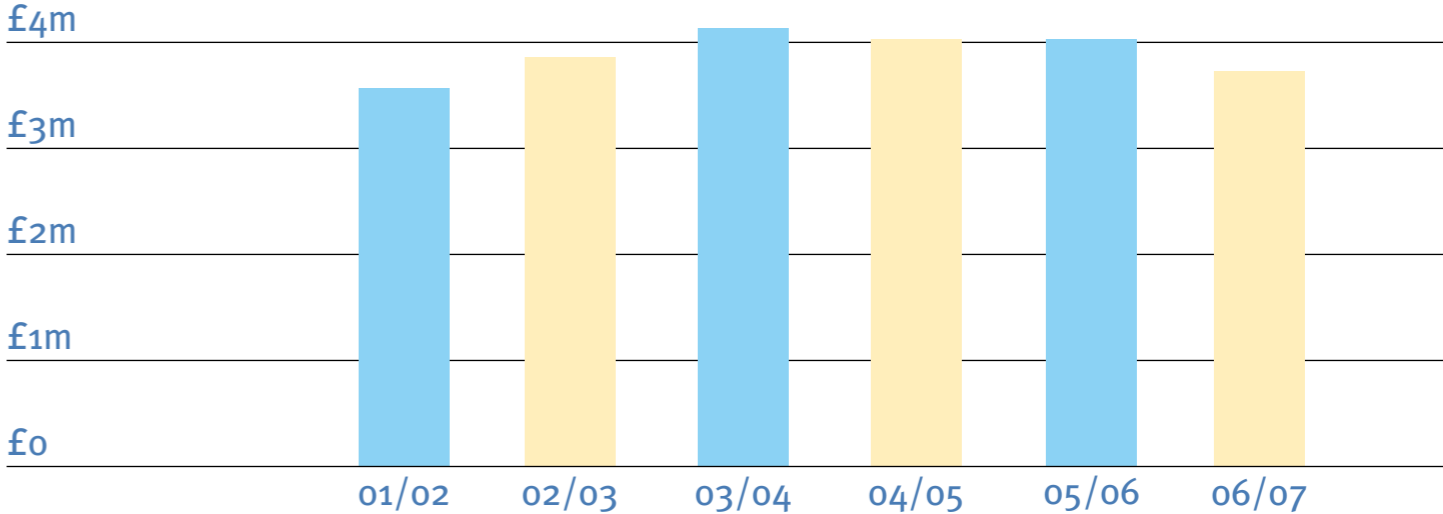
Grant Income	3,265,416
Fundraising/Donations	1,807
Interest Receivable	59,942
Other Income	330,957
Total Incoming Resources	3,658,122
Total Resources Expended	3,498,927
Net Incoming Resources for the Year	159,195

Analysis of Income



The Board of Directors have established a Reserves Policy whereby the unrestricted funds not committed or invested in tangible fixed assets should be three to six months of the core resources expended – around £150,000. At this level we would be able to continue the operation of GAMH in the event of a significant drop in funding, giving us time to consider how to replace the lost funds. We are pleased to report that at 31/03/04 the free reserves reached the target and at 31/03/07 stood at £311,882.

Financial Growth of GAMH



Full audited accounts are available free of charge from the Head Office address on the back cover

Board of Directors
Mr Andrew Dewar (Chair)
Mr Tom Goodsir
Ms Margaret Timoney
Mr Robert Symes
Mr Harry McBride
Mr John Steel
Ms Jenny Graydon
Ms Anne Connor

Solicitors
Ferguson Dewar
Solicitors and Notaries
Sterling House
20 Renfield Street
Glasgow G2 5AP

Auditors
Tenon Audit Limited
2 Blythswood Square
Glasgow G2 4AD

Upon request we may be able to produce the Annual Report in Urdu, Punjabi, Chinese and other formats

Bankers
Bank of Scotland
235 Sauchiehall Street,
Glasgow G2 3EY

GAMH receives financial support from:

- Glasgow City Council
- NHS Greater Glasgow
- South Lanarkshire Council
- Community Fund
- European Community
- Leonardo da Vinci Programme
- Scottish Government



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GAMH is supporting Scotland's Bid to host the 2014 Commonwealth Games in Glasgow. Why don't you visit www.glasgow2014.com

