

Building Parity Appeal



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Building Parity Appeal

NEW BUILDING PROJECT

Vision

A dedicated building that is fully equipped to meet the existing needs of our students as well as an expanded service, which is available to more people with multiple disabilities.

Mission

To raise funds to build a dedicated centre, which will support Parity's overall mission of excellence in the provision of services and support for people with profound and multiple disabilities and their families.

Ambition

To have a fully operational centre within a designated time frame, which will not only meet the needs of existing and new students, but that will also be a resource centre for other disability charities within the region. The new Parity building will be a centre of excellence in the provision of specialist disability care and an example of best practice within this field.

Executive Summary

Parity for Disability's Mission

“Excellence in the provision of services and support for people with profound and multiple disabilities and their families.”

We are a regional charity set up to provide vital services, information and support for children and adults with profound and multiple disabilities in Hampshire, Surrey and Berkshire.

This is a vulnerable group of people for whom a gap in provision in this region was identified in a two-year research study carried out by Parity, which led directly to the development of our existing services. All of our students have significant physical and learning disabilities, many also have accompanying sensory impairments and need support in communicating.

People with multiple disabilities often require a high level of support to ensure that their needs in key areas such as education, health and personal development are properly met. Families have difficulty securing appropriate services, equipment and adaptations.

The findings of a 2010 government report *Raising Our Sights*, prepared by Professor Jim Mansell of the Tizard Centre, University of Kent, reinforce the focus and philosophy of Parity's work. Parity aims to identify the individual requirements of people with multiple disabilities, their families and carers and to set up responsive and high quality services.

We believe everyone with multiple disabilities should have the opportunity to reach their potential and be included in their community.

If Parity did not exist, the people who use its services would not be able to access a quality of life that everyone has a right to expect. Parity for Disability's philosophy of Equality, Dignity and Rights is the driving force behind all that we do.

The issues faced by people with multiple disabilities are only now beginning to be properly

recognised. Parity takes every opportunity to share knowledge and experience with decision makers, and we continue to work to influence policy.

Why we need to raise the money

Parity's two day services are run out of premises in Farnborough and Camberley. The day service at our Head Office in Whetstone Road, Cove operates from two converted shops, one of which we own and one of which is leased. Our second facility is leased premises in a local church hall in St. Martins Parish Church Camberley.

Because of this, we have had to adapt the delivery of our services to the buildings we have been able to lease on short term contracts, never an ideal solution.

We can never be certain that the owner of the leased premises will not exercise their right to reclaim the building, after giving the agreed amount of notice. This has happened to us twice in recent years.

Our experiences clearly demonstrate that until we have our own dedicated building, we will be vulnerable to a repeat experience at some point. We can no longer risk the upheaval and detrimental effects on our students, staff and parents, let alone the distinct possibility of the loss of a service.

We have therefore decided to run a Capital Appeal to raise £2,300,000 to build a resource that is fully equipped to meet the existing needs of our students and to give us the capacity to expand and offer our services to more people with complex and multiple disabilities.

It is our hope that Parity for Disability's work in the region would ease the load that is currently borne by statutory and disability organisations, and would provide increasing information, support and services to people with multiple disabilities, their parents, carers and families.

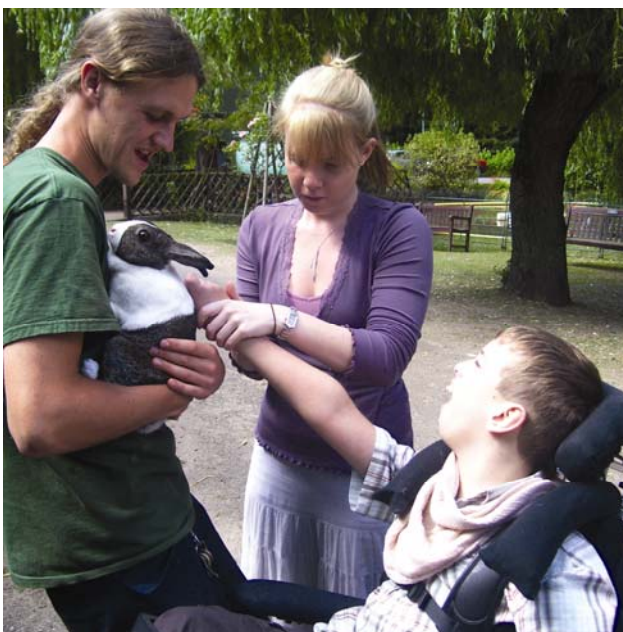
About Parity

“Because of my son’s complex needs, I don’t know what we’d do if Parity for Disability wasn’t there,” one parent said about us. “Most services are set up for people with either physical or learning disabilities, but not for both. How do you evaluate what’s more important, the physical or the learning side?”

What We Do

Our services offer stimulating and challenging experiences and recreation to our students. In this environment, they can work to achieve their potential and enjoy a quality of life to which everyone has a right. Family members receive some respite from giving constant and caring attention to their loved ones.

At Parity’s pioneering day services, trained staff assess each individual student’s needs and provide a stimulating environment in which they can develop and achieve. Staff are employed on a one-to-one basis to provide the necessary support to access diverse academic, social, living and recreational opportunities. The students visit our services for a few hours, or for whole days, five days a week. We have a small fleet of specially adapted minibuses to transport local students from



home to and from our sites. The minibuses also enable students to be a part of the wider community, with trips out to a variety of destinations, ranging from a nearby shopping centre to a day excursion to London.

A range of therapies, including speech and physiotherapy, offered through the day services address mobility, maximising independence, communication and well-being.

Additionally, Parity’s music therapy service works with children and adults in a variety of settings including schools and colleges, day services, residential and family homes. It also operates on-site from a portacabin by the Farnborough day



service. Music can be accessed by people with even the most profound disabilities. Our skilled music therapists harness its power to address communication, developmental and emotional needs – overcoming difficulties and opening up more opportunities for growth and achievement for people of all ages.

Parity’s teen activity schemes offer teens with multiple disabilities the opportunities to spend the Easter and summer holidays doing the sorts of things other teenagers take for granted. They meet old friends and make new ones, try new activities and pursue hobbies. The teens are encouraged to communicate choices and use the staff and facilities to create a scheme that suits them, supported by college and university students who share their young outlook.

Why Parity—The Gap in Services for People with Multiple Disabilities

The shortfall in the statutory provision of services for young people with multiple disabilities in the region was identified in a research study carried out by Parity in the mid-eighties.

The people who use Parity's services have, typically, a very significant physical disability, and a learning need. These can also be accompanied with other sensory impairments.

Most are unable to communicate using speech and need substantial support to express themselves.

Individuals with multiple disabilities have historically been on the margins of society totally excluded from their local community and deprived of dignity and respect. On reaching adulthood all the support they received as children in education and health disappears. They are left with little support to achieve a quality of life both in physical well being and intellectual stimulus.

Sector Analysis

For many years it had not been possible to gain verified data on the number of people with profound and multiple disabilities. Evidence has been largely anecdotal. However in 2009 Professor Eric Emerson of Lancaster University conducted a study¹ which found that there are approximately 16,000 adults with profound intellectual and multiple disabilities in England. This is a relatively small number of individuals who *should* be very easy to identify and support. However, this is not the case and families across the UK are struggling to cope. When adding in the close family members who are directly affected by the challenges that profound disabilities present, the number of those impacted rises. Furthermore, Emerson's study found that the number of adults with profound multiple disabilities is expected to increase by an average of 1.8% each year. He cites four key factors in this change; increasing birth rates, change in the incidence of children being born with or acquiring profound and multiple learning disabilities (PMLD), change in infant and child mortality among children being born with PMLD and change in mortality among adults with PMLD.



*Raising Our Sights*², a report on services for adults with profound intellectual and multiple disabilities has recently been submitted to the government. The report is intended to help implement the 2001 and 2009 government White Papers *Valuing People* and *Valuing People Now*, which addressed the needs of people with learning disabilities but left out the complex needs of people with profound intellectual and multiple disabilities. The author, Jim Mansell of the Tizard Centre at the University of Kent, builds upon Emerson's findings and looks at the challenges facing families and how these complex needs might best be met through service provision.

Parity welcomes the publication of the *Raising Our Sights* report which highlights issues that the charity has been championing locally for the last 20 years.

In particular, the report stresses the importance of:

- an individualised and person-centred service;
- a family-focused approach to commissioning services;
- funding for continued specialist advocacy;
- more effective transition arrangements so that appropriate services are provided as people move into adulthood;
- up-to-date information about the number, needs and circumstances of people with profound intellectual and multiple disabilities to enable effective planning of services;
- sufficient staff trained in person-centred approaches to communication and support;
- assistive technology that gives people with profound and multiple disabilities the opportunity to communicate, and the ability to indicate a preference or control an event.
- Appropriate facilities in the community, eg facilities for those who cannot use standard accessible toilets, and need enough space and the right equipment, including height adjustable bench and a hoist.

In addition, Mansell addresses inequality of access to appropriate healthcare, pointing out specific health problems where services for adults often do not recognise and intervene effectively. He identifies inadequate wheelchair services as a major source of difficulty, and the potential of communication aids is only beginning to be appreciated in adult services.

Parity for Disability's services are in tune with Professor Mansell's recommendation that, as traditional day centres are replaced with a wider variety of alternatives, provision is made for a local base from which adults with profound intellectual and multiple disabilities can access different activities during the day. Parity will continue to tailor its services to the needs of people with multiple disabilities in the community. The new building project will ensure that Parity has the dedicated facilities for meeting those needs.



¹Emerson, Eric (2009) *Estimating Future Numbers of Adults with Profound Multiple Disabilities in England* Centre for Disability Research (CeDR), Lancaster University

²Mansell, Jim (2010) *Raising Our Sights: Services for adults with profound intellectual and multiple disabilities* Tizard Centre, University of Kent



The Challenges

The demand for our services is increasing and is likely to continue to do so. Local special schools report an increase in pupil numbers with complex needs. The closure of large local authority day services in favour of community-based provision is highlighting the lack of facilities for young people with multiple disabilities who require specialist support. This, in turn, is bringing to light individuals whose needs have not been fully met within the local authority provision. People are travelling long distances to access our services as there are no comparable services available to them locally.

Security of tenure on rented property is a constant concern for Parity, having experienced the necessity of finding alternative accommodation on two occasions. Appropriate, accessible community buildings available for use during the day all week are extremely scarce.

The Farnborough day service (operating in two converted shop units) is at capacity and full use is made of the limited space available. Our on-site music therapy service operates out of a donated portacabin for which planning permission must be renewed every three years. The necessity for the Camberley day service to share a church hall requires equipment to be set up and packed away daily, leading to inefficient use of staff time, limiting the provision of specialist equipment and increasing wear and tear.

As there is no hydrotherapy pool on site, Parity staff work hard to make regular use of a hydro pool in Guildford. The benefits to immobile students of the use of a hydro pool are significant in easing and relaxing little-used muscles and joints. The therapeutic benefits of a session last about three days. Hydrotherapy pool provision, while an extremely effective therapy, is scarce. Presently hydrotherapy visits are made just once a week, Parity students must take turns to receive the benefits of these visits, and students and staff must incur travel time and transport costs.



The Project

The building will be sited at land next to Farnborough Football Club, Cherrywood Road, Farnborough, Hants. It will be fully equipped to meet the existing needs of our students.

It will include a main activity room and a hydrotherapy pool, as well as rooms for sensory, music and other individual therapies, and a library of disability information. There will be adequate space for meetings, office work, and storage.

It will provide a firm foundation for expanding services to more children and young adults with multiple disabilities.

It will provide us with the resources to develop a specialist service for people with multiple disabilities in the 40-plus age group.

The new building's facilities will be available for use by other disability organisations in the community, when not required by Parity.

It will become a resource that is a focal point for information on disability issues. It will assist like-minded organisations with training and best-practice facilities.

Parity for Disability's work in the region will continue to improve the welfare and wellbeing of those with multiple disabilities, their carers and families, by increasing the information, support and services available to them.

Furthermore, we expect the following additional groups of people to directly or indirectly be positively affected after the completion of the project:

- People accessing hydrotherapy/sensory/therapies individually and from other organisations.
- People accessing information and support services.
- People using accessible meeting rooms.

- People accessing specialist training to improve outside service provision.
- People attending conferences focused on issues related to multiple disability.
- Students on work experience and work placements.
- Volunteers gaining through contact with Parity.

There will also be employment opportunities for the extra key workers and technical staff needed.

Timescale:

Late 2009 to 2012

What Would Happen If We Were Unable to Achieve Our Goal?

If for any reason the church hall in Camberley were no longer available or we were refused renewal on the lease on our Farnborough day service, or the renewal terms were impossible to meet, we would not be able to continue that particular service. Any disruption in continuity of service would have a devastating effect on students and their families.

Young adults with multiple disabilities would find themselves socially isolated.

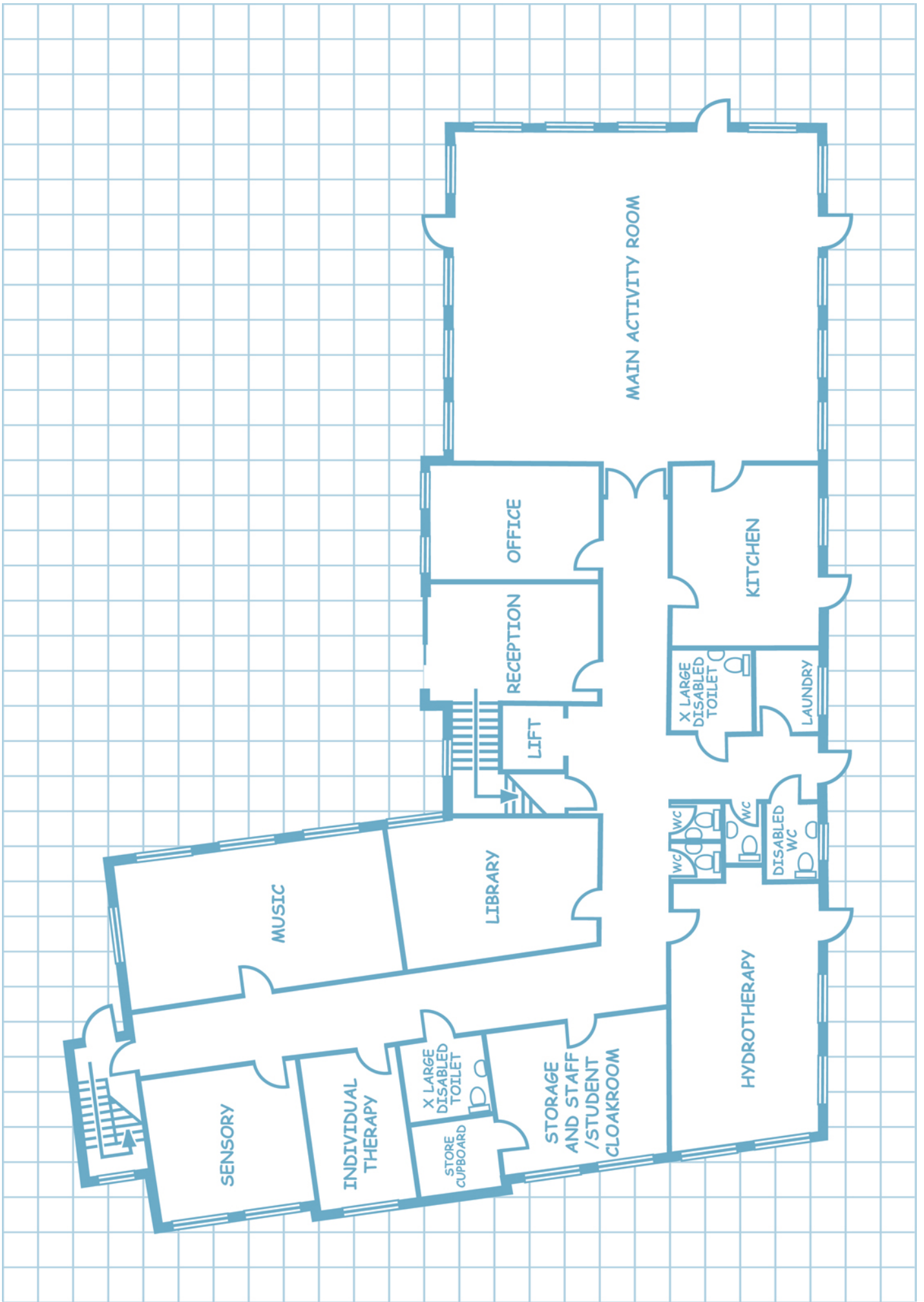
Families would experience difficulties because of caring responsibilities.

Families of children with multiple disabilities leaving school and college would not be able to find appropriate day services and access to information which ceases to be provided once no longer in education.

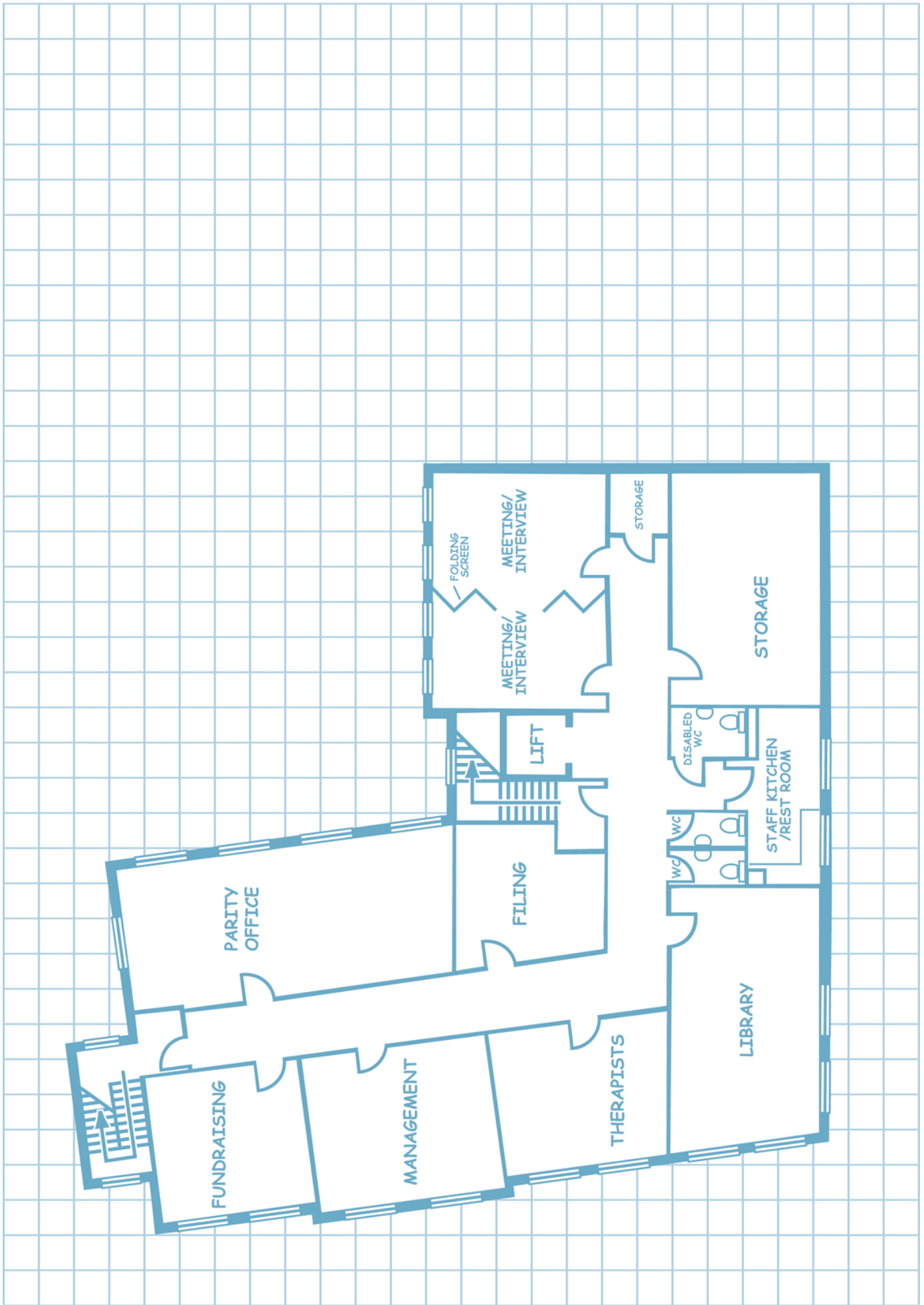
People with multiple disabilities would continue to be denied the right to the high quality, specialist facilities that they need to achieve a quality of life and fulfil personal potential.

We would continue to have more demand for our services than we can provide.





Ground Floor



First Floor

Costs Associated with Building

COST CENTRE	COST DETAIL	COST (£)	SUB TOTAL (£)
LEGAL	Solicitor's Costs	30,000.00	
			30,000.00
LAND	Land	90,000.00	
	Survey costs	1,100.00	
	Land Registry	600.00	
	Surveyor to Negotiate Car Park Value	3,000.00	
	Soil Test	2,000.00	
			96,700.00
	Professional Fees		
	Architect	55,000.00	
	Engineer	10,000.00	
	Q.S.	15,000.00	
	Project Management	20,000.00	
			100,000.00
	Local Authority Fees		
	Planning	3,200.00	
	Building Regulations	2,500.00	
	CDM	3,000.00	
			8,700.00
	Mechanical and Electrical	5,500.00	
			5,500.00
	Mains		
	Electricity	2,500.00	
	Gas	2,500.00	
	Water	2,500.00	
			7,500.00
	Services		
	Street Lighting	5,500.00	
			5,500.00
INFRASTRUCTURE	Construction		
	Clear Site/Demolition	6,050.00	
	F.W. Sewers incl outfalls	2,750.00	
	S.W. Sewers incl outfalls	2,750.00	
	Public Car Parking	66,000.00	
			77,550.00
PRELIMINARIES	Prelims	16,500.00	
			16,500.00
DAY CENTRE	Build costs	1,375,000.00	
	Energy Saving Building Cost	110,000.00	
	Equipment	120,000.00	
			1,485,000.00
TOTAL COST		£	1,832,950.00

Budget & Cash Flow

Staff (costs)	Capital Appeal Project Manager, secretarial support and associated costs.	£120,000.00
Re-location Costs	Moving office and re-equipping centre, incl. IT and telephone system.	£40,000.00
Build Costs	Detailed on page 16.	£1,832,950.00
Sub Total	Of detailed costs.	£1,992,950.00
Contingency	Unforeseen problems.	£339,980.00
Total Capital Appeal Target		£2,332,930.00

Building Parity Appeal

Meeting the Running Costs of the New Building

INCREASE IN CURRENT EXPENDITURE MADE UP OF:

Salaries: 3 x keyworker, caretaker, major gifts fundraiser	£93,100.00
Insurance	£4,000.00
Utilities and Refuse	£10,000.00
Maintenance Contracts	£8,400.00
Training	£1,000.00
Total	£108,400.00

INCREASE MET THROUGH INCOME FROM:

Additional fees	£78,000.00
Rent—Savings on Camberley rent	£10,200.00
Rent—Whetstone Road office rental	£7,200.00
Community Use (therapies, hire of facilities, training)	£16,000.00
Increase in fundraising	£65,000.00
Total	£176,400.00



Effect on Day to Day Revenue

Since the start of its services in the eighties, the charity has found it difficult to achieve adequate statutory service funding, and over the years through its fundraising efforts has had to subsidise statutory services by over £800,000. Some students have received no funding whilst others attracted barely half the actual cost. Slowly this deficiency in funding levels has been eroded, but Parity still relies on fundraising of at least £150,000 a year. We achieve this by running three charity shops in Farnborough, Fleet and Frimley, putting on community fundraising events, and securing donations from companies, trusts, foundations and individuals.

Because the new building will replace an existing day service, the funding arrangements will transfer to the new centre. There will be additional fee income from students who will be funded in a similar manner to those already using our services. The savings on rent will further offset costs.

We expect to gain additional revenue from hiring out facilities such as the hydrotherapy pool and meeting space.

The major donor fundraiser role created for the building appeal will continue once the campaign is complete, increasing the fundraising department's current day-to-day income. Our existing fundraising activities will continue to support other costs, as happens at present.

Organisation & Management

Contact details are on the back cover

Chairman:	Paul Roper
Vice-Chairman:	Owen Durrett
Treasurer:	Jay Atara
Hon. Secretary:	Alison Cooper
Trustees:	Cllr Brian Blewett Angela Brunton Aghdas Cullen Cllr Barbara Hurst Bob Jones Glen Pelling Kelvin Smith Alan Stemp Cllr Gret Woodason
Executive Director:	Alison Cooper
Senior Music Therapist:	Jenny Robson
Farnborough Centre Coordinator:	Julie Cantillon
Camberley Centre Coordinator:	Helen Morris
Fundraising and Communications Manager:	Helene Abbiss
Capital Appeal Fundraiser:	Gemma Graves
Companies & Trusts Fundraiser:	Helen Pople
Senior Shops Manager:	Christine Stevens

Parity for Disability is open Monday to Friday.
We welcome people who wish to meet the
staff and students at our day services. Please
contact us if you would like to arrange a visit.

For more information, or to make a referral or
a donation, please contact Alison Cooper at:

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Cove, Farnborough
Hampshire, GU14 9SX

Tel/Fax Office: 01252 375581

Email: alison@parityfordisability.org.uk

Parity For Disability is a Registered Charity No. 1071571

Designed by Tristine Norris, Parity Volunteer

www.parityfordisability.org.uk