



annual review 2017

Message From The Chairman

Welcome to our latest Annual Review which I hope gives you an insight into what we get up to at Archway and the importance of the service to our users and families alike.

Some have kindly shared their stories with us for this review, as have some staff members who give us an insight into what it is like working at Archway.

Readers of our Annual Review will be aware that over the past few years we have concentrated on finding alternative sources of accommodation to meet the changing needs of our permanent residents at Westburn Road and shared care users who are ready to move on to the next stage of their lives.

Members of our permanent care sub-group continue to meet with representatives of the various housing associations and several options have been discussed. At the same time the committee is exploring other avenues of providing suitable accommodation. Whilst every effort is being made to expedite the process, other priorities and the involvement of so many interested parties, not to mention the scarcity of suitable accommodation, inevitably means that progress is slower than we would have wished.

Last year, Archway established a monthly weekend drop off service for groups of 6 adults. These provided short breaks for carers as well as the opportunity for those attending to socialise with their friends. It has proved very popular and we intend to explore the viability of developing a more comprehensive drop off service in the future.

The time spent by individuals at Archway is very precious and provides opportunities to make new friends, build self-confidence and social and

interpersonal skills, enjoy new experiences and visit new and familiar places on outings. In addition, we try to ensure our houses are furnished and equipped to a high standard and that everyone has access to the services and equipment that meets their individual needs and capabilities.

This can only be achieved by the hard work and commitment of our staff and fund raising team who work tirelessly to achieve and maintain the high standards set.

The importance of having dedicated and committed staff to the success of Archway cannot be over emphasised. It is particularly pleasing to note that over the last year, two members of staff, Tom Starrs and Hazel Henderson celebrated 25 years with us and two others, Sandra Shand and Donna Marshall, have now been with us for more than 20 years.

I would like to thank all the candidates who expressed an interest in joining the Archway Executive Committee earlier this year. It was very gratifying to have the level of interest we did and the range of skills they brought made the final choice extremely difficult. However, I am pleased to say offers were made to Brian Brock and Ed Gardyne, both of whom accepted.

Finally, I would also like to thank the rest of the Trustees for all their hard work and commitment during the past year, to the Archway Management Team for their continued support and effort, staff, fundraisers and supporters without whom Archway would not be the success it is to-day.

Jim Sangster,
Chairman & Archway parent



Welcome from our General Manager, Emma Watson

Welcome to this year's annual review. It's been another busy and quick year at Archway.

2016 saw 2 of our services celebrating special birthdays with Dyce having been open for 20 years and Berryden celebrating their 10th birthday. In 2017 Westburn Road will have been open for 27 years and Two Mile Cross for 24 years!

Across our 4 registered care homes we provide permanent care for 12 adults and residential respite for over 160 children and adults with learning disabilities and their families.

We get regular feedback from the people we support and their families about how important their respite breaks are to them. We have featured a respite break later in this review.

We operate an emergency bed system providing 3 emergency respite beds throughout the year and over the last few years have seen an increase in requests for these emergency beds.

We also continue to provide day activities for some of our permanent residents 4 days a week through our day group.

In 2016 we began a pilot "drop off" group. The aim of the group is to provide the person attending an opportunity to socialise with their peers for a few hours and to give the person who cares for them at home an



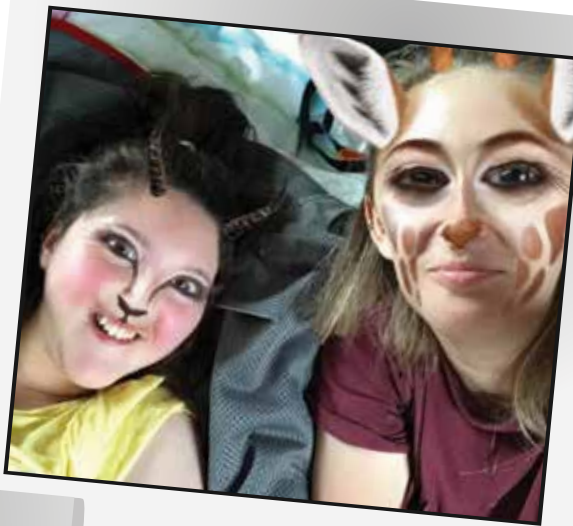
additional short break. The group is currently being reviewed with a view to hopefully expanding the model in the future.

All of the above wouldn't be possible without all the staff and our managers who work hard to provide such a great service to all the people we support and their families. Two of our longest serving members of staff, Tom and Hazel, are featured later in this review. Recruitment has been a big focus for us over the last couple of years and across our services we currently employ nearly 60 permanent staff and 45 relief staff. We are very pleased that the Scottish Government have recognised the important role of care staff and that we have been able to pay staff as a minimum the Care Worker Living Wage this year.

As always I would also like to say a big thank you to Archway's Board of Directors, our funders and supporters.

I hope you enjoy reading our latest annual review.

Emma Watson
General Manager



Meet The Board Of Directors



Jim Sangster

Jim first became associated with Archway in 1983 as finance officer and on Archway's incorporation in 1986 became its first Finance Director. Jim succeeded Betty Sheldon in 1996 as Chairman. Jim's daughter Anna has been using Archway's services since they began and now stays in permanent care at Berryden Mills. Having spent most of his career in the oil industry where he assumed various financial roles in Shell and latterly as a partner in Lancaster Consulting, Jim retired in early 2016.



Thelma Morgan

Thelma was one of the original steering group which was set up in April 1983 and was appointed as Director in April 1986. Thelma has a daughter Lesley who has used the Westburn Road unit for respite since it opened. Thelma retired in 2006 having worked for Aberdeen City Council as an Area Officer and Assistant Registrar.



Roger Hessing

Roger was one of the original members of the steering group that was set up in April 1983. He was appointed as a Director and Company Secretary on Archway's incorporation in April 1986. Roger has a son with Down's Syndrome. Now retired, Roger worked in numerous roles in the oil industry. Roger was a Director and Secretary for The Manor Project for a number of years and was on the Board of Inspire (Partnership through Life) until October 2015.



Alan Pilkington

Alan was appointed as a Director in September 2006, having been a member of the original steering group and a Member of Archway since inception. He retired from Aberdeen City Council in April 2006, having held a number of senior social work posts over a 34 year career. Alan is also a Director of Grampian Children's Respite Service and the Chairman the Chairman of the North East of Scotland Scout Region.

Kenny Simpson

Kenny became a Director in October 2002. Kenny's daughter Laura attended Two Mile Cross before moving on to shared care at Berryden Mills. Kenny has had involvement with other voluntary organisations that have an involvement with disability issues.

Lawrence Morrice

Lawrence was appointed as a Director in May 2014. Lawrence retired in 2010 after working 33 years as an agronomy consultant with the then SAC (Scottish Agricultural College). Lawrence has a son Paul, and a daughter Kirsteen who was born in 1978 who has a genetic abnormality that causes muscular incoordination and epilepsy. Kirsteen lives at home with her parents and uses shared care at Berryden Mills.

Hilary Smith

Hilary was appointed as a Director in May 2007. Hilary's daughter Catherine has cerebral palsy and epilepsy and is a service user at Dyce. Hilary is a Chartered Member of the Institute of Personnel and Development and has worked as a Director of a Recruitment Consultancy and latterly as a lecturer for the Business School at The Robert Gordon University. Hilary is currently a full-time carer for her daughter.

Dave Stanley

Dave was appointed as a Director in May 2014. He is currently Intervention Manager at Fugro Subsea Services in Aberdeen. Dave's daughter, Beth, born 1990, has severe developmental delay and had been a user of Archway services at Two Mile Cross for several years before moving into shared care at Berryden Mills in 2014.

Ed Gardyne

Ed was born and brought up in Banchory, Aberdeenshire. He graduated from Aberdeen University and is a Chartered Engineer and a Member of the Institute of Measurement and Control. Ed's daughter, Hannah was born prematurely in 1993 and suffers from epilepsy and severe development delay. She has been going to the Archway facility at Dyce for respite since around 2001. Ed was appointed as Director in January 2017.

Dr Brian Brock

Brian is a Reader in Moral and Practical Theology at the University of Aberdeen, and the father of Adam, who has Down's Syndrome and autism who goes to Westburn Road for respite. Brian has written a wide range of scholarly essays on themes related to disability and is a Managing Editor of the Journal of Religion and Disability. Brian was appointed as Director in January 2017.

Alison Matthews

Alison Matthews retired from the board in October 2016.



Meet The
Brock Family -
Our story for
Archway



We first came into contact with Archway when our son Adam was 8 years old. He had been diagnosed the summer before with Acute Lymphoblastic Leukemia. This diagnosis on top of Down Syndrome and Autism was quite a bit for our family to cope with, and having two other children at home as well we found that there was never enough time to meet anyone's needs well. Archway was going to be a lifeline, though I didn't know it at first!

I remember the first meeting we had with someone from Archway, to talk about Adam's needs and how he would fit into the house on Westburn road for his short stays. It seemed hard to imagine that they would cope with him, considering all of Adam's needs and issues. It was even harder to imagine letting him go away for a night at all, as we had never done anything like this before! He first went for a couple of hours, and seemed to enjoy the time with his new friends, and then we decided to try a one night stay.

The first night Adam was away I think I spent most of it worrying and fearing that something would happen, but the only thing that happened was that he had a great time! It took a long time to overcome the feeling of guilt that parents know—particularly parents of children with special needs—when they think about something like respite. I didn't know how I could "put my son away" for any length of time as I felt it was my responsibility to look after him. I also thought that he would be sad, but it turned out that he loved and still loves his time at respite, as it gives him a special place to go with his friends, the same as any other child would have who doesn't have Adam's special needs.

That feeling of guilt soon changed when I realised that for once I could plan time with my other two children. They love their brother, but there are so many times when their needs had to come second, or when we couldn't do what they wanted to do because Adam wouldn't cope.



After Adam was properly settled at Archway I soon saw that instead of worrying about him I could ask my other children what they wanted to do, knowing I could say yes! I also began to see respite for what it is: the gift of time to rest and gather my energy so that I would be renewed to look after Adam again to the best of my ability when he came back.

We've had some times when Adam has been at Archway and fell ill, or they had a question about something he was doing. At these times there was always a clear line of communication, which really reassured me that he is in very capable hands when he's at respite.

And as time has gone on and the staff know Adam better, there is less and less to worry about. The only issue now is that Adam often prefers to stay awake all night, as there is so much fun to be had! But even then, there is always someone to stay with him and it's never seen as a problem, which is so comforting.



I can trust when Adam is at Archway that he is well cared for, has lots of attention and gets time with his friends without his parents that means so much to his overall development. He comes into the house on Westburn Road, takes off his shoes and socks and signs for "Mr Tumble" straightaway.

He has often signed "goodbye" to me before I'm ready to leave! He does things like go swimming, bowling, on walks and to the cinema, and loves every minute.

Like I said, Archway is a lifeline. It's such a gift to have a safe place where Adam can be while I get what I need to continue on with the challenges of daily life. We are so grateful for the continued connection we have that has helped our whole family through some really difficult times, and can never say "thank you" enough!!

Meet Paul And Share A Respite Break With Him

Hello – my name is Paul. I am 33 and live with my Mum and Dad and Mac, our 6 year old Westie. I have a brother David who works in London and a niece Lucy who is 3. She is lovely but a bit of a handful when I tease her! At home, I like going out with my carer – I work at Woodend Hospital every Tuesday morning, and we go for lunch. I enjoy playing on my computer and listening to Daniel O'Donnell. I love my time at Archway. I go to Two Mile Cross. I've made lots of friends, we go out shopping, to the cinema, discos, to Inchgarth Community Centre. I get to do lots of stuff, have tea when I want and can get different food if I don't like what's being cooked. Sometimes I help cook, put the laundry on and do the washing up which the staff say helps me be more independent. Here's what I did on my last respite break in April.

Friday

Arrived at respite, chatted to the staff, then we went out for a walk and a trip to ASDA to buy a DVD to watch later with my friends who are in respite too.

Saturday

Took a drive out to Westhill - had a good time looking at all the shops – then we all had a Chinese takeaway for tea – sweet and sour chicken for me – yum!

Sunday

Off to the Easter service at Portlethen Church in the morning then had a great Easter Party with my friends at Two Mile Cross in the afternoon.

Monday

Time to go home – can't wait to come back.



When Caring Is A Way Of Life

It is very reassuring for parents to know that many members of staff have been with us for a long time – and really get to know everyone coming very well. Our Operations Manager Tom and Westburn Road Assistant Manager, Hazel have over 50 years of caring experience at Archway – and lots more besides.

Before coming to Archway in 1990 as Deputy Officer in Charge, Tom worked at a residential school for deaf children in Yorkshire as well as Cordyce School in Aberdeen.

Hazel, who joined Archway in 1992, worked at a residential home for children with learning disabilities in Aberdeen before taking a career break to have her children.

Tom says:

"There was only Westburn Road at the start in 1990. We had 12 permanent residents in the main house and were supporting about 60 families in the respite unit. It was really exciting in the early days – Archway and the concept of respite care was very new. It was great getting to know all the families and everyone coming to Archway and develop the service around what they wanted and needed."

He continued:

"My role then was much more hands on. Today a large part of my time is taken up with other responsibilities including training and recruitment but because Archway has remained true to its founding principles, to be a small, local, parent led organisation, I am still in daily contact with lots of service users and lots of families and know everyone by name. I also see how hard staff work and how much effort they put in to



make respite breaks and permanent care work so well and provide the best possible service."

Hazel agreed:

"It's so important for parents and families to be able to trust us and because they know we know their son or daughter so well it makes it easier. Over the years, I've gotten to know everyone coming to Westburn Road inside out – it's like they are part of the family and I know what they like, what they want, how they are feeling, what they enjoy – even if they can't tell me. And unlike at home they don't complain about my driving, singing or dancing!"

She continued:

"Every day I feel I am making a difference. It is hard work, some people have multiple and complex disabilities and caring for them is a huge responsibility – but it is worth it and I wouldn't change it for the world."



A Week With Archway's Day Group

Our permanent residents continue to get the most out of life through our Day Group. Led by Angie and Laura, it meets 4 days a week from Tuesday – Friday. Here are just some of the amazing activities they get up to every week.

Tuesday
Eyes down and look in – Morag, Anna, Anest, Anne and Sheila love their computer bingo in the morning before taking part in a Wheelchair Dance Class in the afternoon.

Wednesday
The ladies develop their crafty talents in the Games Room, go to the cinema or enjoy another favourite, Tea Dances at the Beach Ballroom.

Thursday
It's bowling today followed by a wheelchair exercise class, a visit to see their friends at the Good Neighbours Group or an outing in the mini-bus.

Friday
It's off to the Inchgarth Community Centre for lunch and then it's time to join friends at CREATE to sing and dance the afternoon away.

Whew – what a week – and they get to do it all again next week – enjoy!

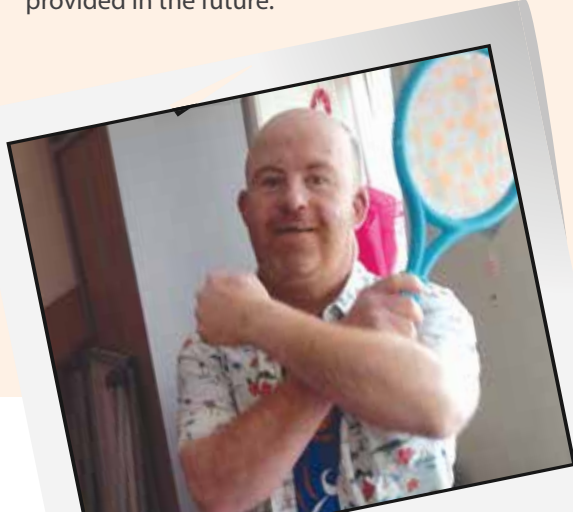


And Now For Something New - Archway's Drop Off Group

Our pilot "alternative respite service" which combines the idea of a drop off service for adult service users and a social group has now been going for almost a year.

The aim of the group is to give those attending an opportunity to meet other people and have fun for a few hours while giving the person who cares for them at home an additional short break.

Group members decide themselves what activities they would like to do and already there has been a great mix of outings, arts and crafts, pamper sessions, games and music sessions, cinema and theatre trips. After the pilot, we hope to use the information gathered to look at the service and other alternative forms of respite that might be provided in the future.



Care Inspectorate Grades

In 2016/17 our 4 services received the following grades:

Two Mile Cross
Quality of care and support – 5, very good
Quality of staffing – 5, very good

Westburn Road
Quality of care and support – 5, very good
Quality of staffing – 5, very good

Berryden Mills
Quality of care and support – 5, very good
Quality of staffing – 5, very good

Dyce
Quality of care and support – 4, good
Quality of staffing – 4, good

Fabulous Fundraisers Help Raise Over £100,000

Thanks to our amazing fundraisers who, over the past 12 months, have put the fun into fundraising and helped raise over £100,000. They've done Kilt Walks, The Great North Run, The Nippy Dipper, Baker Hughes 10k, the Edinburgh Marathon, head shaves, waxing, Pamper Days, Burns Suppers, Quiz Nights, Bingo, formal dinners, the Banchory Beast, Sportsmen's Lunches, Bake Sales, Birthday Parties, Anniversary Celebrations, Music Events, Craft Fairs to name but a few. Our own events included Coffee Mornings, A Ladies Lunch, A Gin Tasting Evening and Golf Day.

We are extremely grateful to EnQuest, Nexen and Premier for their continued support which makes such a difference every year, and to all the other companies who support Archway throughout the year.

Community groups and organisations including Aberdeen Students RAG Campaign, Aberdeen Lions Club and Aberdeen Round Table and grants from local Trusts have also played a huge part in helping us to reach our fundraising targets and our sincere thanks and appreciation go to all of them.

The support this year from individuals, and families has also been fantastic. Many families nominated Archway to benefit from corporate giving, from groups they were part of, or from their own special celebrations. Special mention must go to Evelyn and Angus Morrison, Graham Roger and Fiona Clarke whose nominating and support of Archway helped raise over £10,000.

All the money raised helps each and everyone coming to Archway to get more out of life through social and recreational activities, including theatre and cinema trips, parties and discos, outings to the seaside, countryside, country parks, wildlife centres and safari parks to name but a few. It helps us provide special

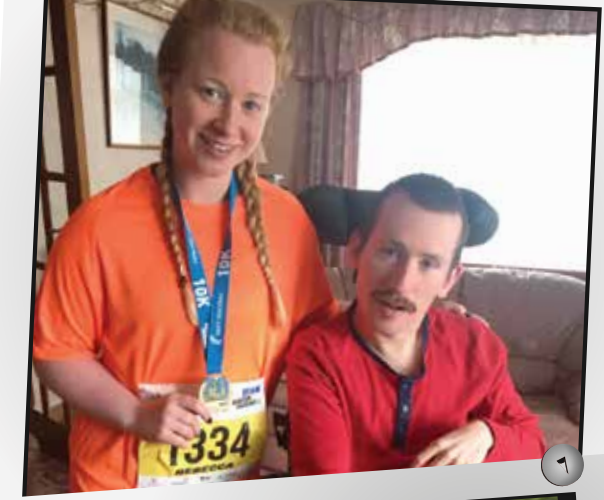
equipment including adjustable beds and baths, sensory equipment and environments, play equipment, toys, DVDS and of course our mini buses and other adapted vehicles at all the units.

One of the largest items we were fundraising for, this year, was a new wheelchair adapted mini bus costing over £40,000. I am delighted to say this has now been ordered and will be with us soon.

Donations in kind have also greatly helped Archway throughout the year. A group of volunteers from BP gave the respite unit at Two Mile Cross a makeover while Aberdeen Lions Club donated a days gardening at Westburn Road. Thanks also to all the Archway mums and other volunteers who helped at all our fundraising events.

Next year looks to be even more challenging on the fundraising front but with such a great team I am sure we will reach our target once again.

Janine Davies
PR & Fundraising Manager



A Huge Thank You To All Our Friends

Our thanks to all the companies, groups and individuals who have supported us over the last 12 months including:

Main Corporate Supporters:

Aberdeen Institute of Insurers, EnQuest, Nexen, Premier Oil plc, TOTAL

Corporate Supporters:

Aberdeen Asset Management, Acumen, Apache, ASDA, Boots, Burness Paull Solicitors, Elmec Projects, EthosEnergy, John Mutch & Co, McGinty's Meal & Ale, The Papeterie, Prime Event Management, No.10., North Offshore Ltd, RSM UK Ltd Tax & Accounting Services, R Davidsdon's Joiners, Safewell, Seafield Property Maintenance Ltd, Safewell, Securastore, Stena, Total, TSB Dyce, The Workshop UK Ltd, Thistle Windows

Club & Community Support:

Aberdeen Ballroom Dance Club, Aberdeen Federation of Racing Pigeon Societies, Aberdeen Lions Club, Aberdeen Rotary Club Dyce, Aberdeen Round Table, Aberdeen Shoemakers Incorporation, Alford Golf Club, Cullen Golf Club, Cruden Bay Golf Club, Culter Bridge Club, Culter Mills Social Club, Culter Parish Church, Deeside Rotary Club, Dyce Beavers, Dyce & District Amenities Committee (Carnegie Hall), Garmouth & Kingston Golf Club, Inch Golf Club, Inchgarth Community Centre, Jog Scotland, Keith Golf Club, Methlick Women's Guild, Murcar Golf Club, Newburgh Golf Club, Old Meldrum Golf Club, Peterculter Golf Club, The Portland Club, Portlethen Church, YPI Portlethen Academy

Individual Supporters:

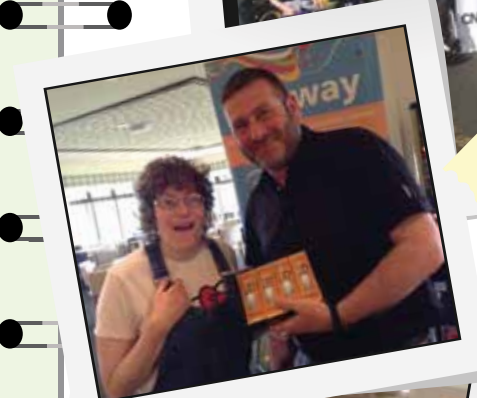
William Anderson, Mark Arnold, Mr and Mrs H Bruce, Fiona Clarke, Andrew Elder, Mr Dick, Jade Ellington, Mrs Esson, Mr Ettles, Paula Fogiel, B. Cairn, Jade Ellington, Mrs Peggy Finnie, Mr Fraser, Mr & Mrs Gardyne, Tracy Gray, Mrs Innes, Mrs Gladys Low, A Matthews, Dr Matthews, Evelyn Morrison, J Mackay, Sheila Mair, Mrs MacDonald, Ian McInnes, Graeme McIntosh, Mrs McRobbie, C.B. Miller, Thelma Morgan, Eleanor Rattray, Paul Reaper, Mrs Pearl Robb, Mr Peter Russo, J Sangster, R Schofield, Hannah Skinner, Mr & Mrs A Skinner, Anne Sim, Mr & Mrs K Simpson, Catherine Smith, H Smith, Mr Steadman, Mr & Mrs D Stanley, Mr Stark, Edward Stevenson MBE, Mr & Mrs Stuart, Carol Tarr, G Trengove, W Thurley, Mr S Walker, Clark Wallace, Mrs Watson, Mr & Mrs Wilkie, The Wilson Family

Trusts & Charitable Organisations:

Aberdeen University Students Association RAG Campaign, Bank of Scotland Foundation, The Co-op Local Community Fund, John Gordon Charitable Trust, The Milne Family Foundation, Miss Caroline Jane Spence's Fund, Shell Employee Action Grant (Thomas Murray)

Our thanks too to all the fantastic volunteers who gave up their time, talents and energy to help at one of our fundraising events, or as part of our Friends groups, and to all those who donated raffle prizes, other goods and services.

We really appreciate your help – and couldn't have done it without you.



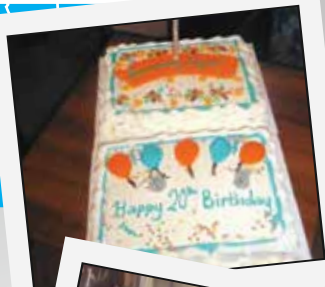
A Year at Archway

July 16

Happy 20th Birthday Dyce.

Luke, Rebecca and Nathaniel enjoy a Two Mile Cross trip to Satrosphere.

Everyone at Dyce gets soaked playing the Wet Head game.



June 16

Steven demonstrated his gardening skills at Westburn Road.

Families Enjoyed a Mad Hatters Tea Party At Two Mile Cross.

Theatre Presto brought their summer show to Westburn Road.



August 16

Westburn Road resident Paul had a great day out a car rally at Crathes.

Jaydn makes some lovely cakes at Dyce.

Steven just chillin' in the snoozelen at Dyce.

September 16

Emma is having at Hazlehead Park during a break at Westburn Road.

Beth takes a ride at Houghton Park with her friends at Berryden Mills.

Jodie, Talia and Jack from our Dyce unit, take to the ice at the leisure centre.



October 16

Everyone had a great time at the Archway Halloween Party.



November 16

Berryden Mills celebrated its 10th birthday with a special party.

Andrew and Ryan looked cool at a Two Mile Cross bowling night out.

Jodie and Steven had their own Bake Off Competition at Dyce.





Dec 2016

Everyone is having a fantastic time at the Archway Christmas party at Westburn Road.

Stuart and Douglas turned their hands to making pizzas at Dyce.

Caroline, Andrew and Jamie enjoy Christmas lunch Two Mile Cross.

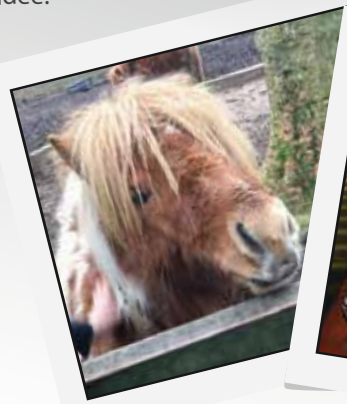


Feb 2017

Dyce friends make new friends on a day out to Camperdown Park in Dundee!

Come On You Reds
Westburn Road resident, Malcolm waiting for the match to start.

Margaret celebrated her birthday at Westburn Road.



January 2017

Mark's Got The Music In Him - Mark treated everyone to an impromptu musical treat at Two Mile Cross.

Alan, Scott and Shaun enjoyed a bowling night during a recent respite break at Dyce.

It's Bingo Night At Berryden Mills!



April 2017

Anna celebrates her birthday with her chums at Berryden Mills.

Mary-Leigh and Morag enjoy an Easter Egg Hunt.

Having Fun While The Sun Shines - Robbie, Rowena, Martina, Jamie and Holly to enjoy a picnic at Two Mile Cross.



March 2017

Emily, Rowena and Jamie enjoy a Red Nose House Party at Two Mile Cross.

Talia and Fraser get busy in the kitchen at Dyce and cook up some wonderful loaves.

There Is Something Creepy Going On....Anest, Anna and Morag have no fear handling a range of creepy crawly slithery things on a Day Services outing.

May 2017

Aberdeen FC Community Trust invited Malcolm, Robbie, Greig and Andrew from Westburn Road to watch the match from the Community Trust Box.





This Review is also available to download from our website –
www.archway.org.uk.

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