

Down's Syndrome Scotland

Annual Review & Impact Statement 2010/2011



**Helping people
realise their
potential**

Message from the Chair



It's been a busy year with lots of fabulous support for the people with Down's syndrome.

Our Family Support Service has changed as planned and now has one full time and 2 part time staff. This gives people with Down's syndrome and their families

someone nearer to them who can offer support. Families and professionals have used this "all-through-life support" regularly and have benefited from advice on the phone, school visits, support at meetings, information days as well as one-to-one visits at home.

One of the biggest successes this year has been DSSports. The first course went brilliantly and was enjoyed by all who took part. The team of coaches learned how to coach sports to people with Down's syndrome. This partnership has not only been successful for the participants but has been covered in numerous newspapers and other media formats.

Our Training Officer Brenda has been working hard delivering her Big Lottery-funded courses. Some

courses have changed to deliver the "Big Plan." This course gives 6-8 people with Down's syndrome a chance to work with a team of people they know to get better connected and work towards their personal goals. Our son and his team attended the first of these courses in Edinburgh and really enjoyed it.

Heather, our Communications and Fundraising Officer has done a fabulous job this year with our web site, e-bulletins and magazines. Our web site has seen a 23% increase in visits and our social networks are busier than ever. Over a million people viewed our tweets during Down's Syndrome Awareness Week and many of you asked questions at our Facebook and Twitter Lunch Hour.

Of course, fundraising allows us to continue these activities. Well done to all our supporters who keep our charity alive. Our branches as ever are busy providing activities, events and trips with the funds they raise. Our members appreciate all you do locally so keep up the good work.

A handwritten signature in black ink that reads "Lesley Stalker".

Lesley Stalker, Chairperson

Message from the Chief Executive



Welcome to our 3rd Annual Review since incorporation.

Each year we face the challenge of presenting information about our work for you in a way that is both informative and appealing but also, not too overwhelming. You the reader are the judge of

how well we meet that aim.

Like all other charities, we need to help others be aware of what we have done over the past year and the difference we have made – our impact. So this year we have tried to demonstrate how the things you told us you wanted us to focus on have influenced our strategic framework, became part of the actions we have taken and then what our impact has been.

Whilst it does make the document a bit wordier, we think it helps to give you a full flavour of what we do in a year. I hope you think so too!

When I meet new people and tell them about

Down's Syndrome Scotland, I always say that we are a small organisation that manages to "punch above our weight" and that we have aspirations to grow. Through growth, we can get our staff closer to our membership and I'm delighted that just before the end of the year of this report, we managed just that. In February 2011, our Family Support Officers took up their posts – one in the north and one in the south. Whilst this is better than we've achieved before, north or south of Perth still means that each of the two Officers has a large patch to cover. Nevertheless, by taking just this small first step, we've seen the demand for our Family Support Service grow by 123% in just 6 months (more about this in next year's report). There's no better incentive than to know we are helping so many more families. I hope that over the coming years, we are able to continue to grow and continue to support everyone who needs our help.

A handwritten signature in black ink that reads "P. J. Summerfield".

Pandora Summerfield, Chief Executive



You said: You wanted:

- more support for young parents and young children,
- more information on welfare rights and benefits,
- more participation in individual review meetings,
- more information and support around transitions and
- review and better support the role of new parent contacts.

Our Aim: Children and adults with Down's syndrome, their parents and families receive appropriate and timely information and support through the ages and stages of their lives. - Strategic Framework 2010-2013

Our Action:

Responding to requests for personal support.

In February 2011, we expanded our Family Support Service Team to include: two part-time regional Family Support Service Officers. This team of three, including our Family Support Service Manager, strived to meet the above aim by meeting the following requirements.

Issues for families have included:

- inappropriate school placement that requires several meetings
- placing requests
- getting an adult an allocated social worker
- supporting a young person as they transition to high school
- attending transition meetings
- supporting the transition planning process
- supporting parents and professionals



This work has increased since our two Family support Officers joined in February 2011 and, in line with one of the things members

said we could better, we have attended and participated in an increasing number of review meetings where particular issues exist.

Our Impact:

308

Families have received support from the Family Support Service with 31 complex issues leading to ongoing casework

One's mum's story

“ Recently, I felt I had reached some sort of crossroads, and realised I had to give serious consideration to my daughter's future, without me as her main carer. As I had felt quite isolated, I decided to contact DS Scotland again for guidance, advice and support, before taking, what for me, was the huge step of contacting social work. I am so glad that I did, as they listened, were non-judgmental, and started the ball rolling for me. After that, I felt that a huge weight had been lifted, and also, my feeling of isolation too. They give both **practical and moral support**, which is ongoing. I have been allocated a **Family Support Officer, who visits me regularly, liaises with social work, and is always contactable**. I can't emphasise enough how valuable her input has been. I feel that anyone in a similar position to me could only benefit from contacting the Family Support Service. At the very least, there will be someone there to listen to you, and to provide support any time you felt at a loss as to which way to turn. ”

– A parent of a 26 year old from Dundee area



Our Action:

Providing information through telephone, written and electronic communication.

The nature of these enquires varies greatly. Parents contact us during pregnancy regarding **screening results** as well as parents of **new born babies** in those first vital days. These calls are always dealt with as a priority and if not able to be answered immediately, are always returned on the same day.



Other enquires cover issues such as feeding, weaning, learning to walk and toilet training. **Nursery and school education** particularly around **transition periods**,

are also often the source of many enquiries.

Medical issues cross all ages and typical enquiries are:

- sleep disturbance
- sleep apnoea
- tonsils/adenoids
- diet, weight and exercise
- thyroid
- heart surgery
- dementia



Families are increasingly approaching us about:

- transition to adulthood
- community care issues
- moving son/daughter into own home
- planning for the future
- guardianship
- power of attorney
- wills and trusts

Starting on 21 March (World Down's Syndrome Day), the Family Support Service Team now provides **information and support through our Facebook and Twitter pages**. This service will continue every month on the 21st or, if the date falls on a weekend, the Friday before.

Our Impact:

Increased welfare benefits giving financial resources to assist in meeting support needs. We have supported two families through the appeals process to a successful completion. Supported another 2 families to successfully submit first time claims for Disability Living Allowance.

“Disability Living Allowance received - THANK YOU VERY MUCH!!”

– A parent

Our Action:

Providing events for groups of parents.

85 Parents not previously in contact with us attended the six training events

6 Events attended to provide training to groups of parents or attending carer information events

Our Impact:

Parents value the support and feel more able to deal with issues, thus improving the outcomes for their child such as better understanding from education professionals, better health care treatment, and increased knowledge of how to support their child's development at home.

“DS Scotland is the first place I phone in a crisis, my mum doesn't know about entitlements or policies.”

– A parent

You said: You wanted the profile of the charity to be raised.

Our Aim: The public and professionals' attitudes to Down's syndrome will be more positive and inclusive. - Strategic Framework 2010-2013

Our Action:



Providing training to professionals and commercial organisations.

This year has included delivering Mythbuster sessions, Down's syndrome awareness and Breaking the News for medical staff. This year we have:

- responded to **232 enquiries from professionals**
- provided **11 training sessions to professionals** including education staff, play workers, support staff and health service staff.
- provided **2 lectures to medical students** and nursing students on Breaking the News and Down's syndrome awareness
- provided **training to 19 football coaches** as part of the launch of DSSports in partnership with the Celtic Foundation
- provided **15 formal consultation visits to schools**
- provided **8 informal visits to schools** via reviews/transition meetings to support parents



Enquiries from professionals cover all ages and stages too. However, the majority continue to come from education and nursery staff on:

- **inclusion**
- **friendships**
- the specific **learning profile** of children with Down's syndrome
- **behaviour management**

Our Impact:

Formal training evaluations are completed by all participants who attend our training sessions.

98%

Participants stated that the training was very useful and had increased their knowledge

95%

Participants stated that they would alter their practice as a result of the training or had identified a strategy to implement

“ Good, relevant, **realistic information provided**. Excellent session. ”

– Speech and Language Therapist, Ayr

“ Great! Feeling **more confident** about going back into the classroom. ”

– Teacher, Perth and Kinross

“ A lot of very useful information and great to know about their **availability of information and resources**. ”

– Teacher, Perth and Kinross

Our Action:



We have also:

- signed petitions against the withdrawal of mobility payments to those living in care homes
- signed petitions regarding lack of training teachers and education staff receive in supporting children with additional support needs

We have supported community learning disability nurses particularly around dementia in adults with Down's syndrome. Other professionals, such as health visitors and home visiting teachers have also contacted the organisation for support and information.

Representing the interests of people with Down's syndrome and their families to policy and decision makers.

We have continued to represent the interests of people with Down's syndrome through:

- responding to The Blue Badge consultation
- responding to the reform of the Disability Living Allowance consultations

You said: You wanted more:

- innovative programmes for people with Down's syndrome
- attention to speech and language issues
- training courses for people with Down's syndrome to develop skills and confidence.

Our Aim: Provide choices and support for children and adults with Down's syndrome to enable them to develop and reach their full social, physical and intellectual potential. - Strategic Framework 2010-2013

Our Action:

Developing training courses for people with Down's syndrome to develop skills and confidence.



The Making your Way through Life Project is funded by the Big Lottery for five years and is in its second year. It is lead by our Training Officer, Brenda Hepburn, who

works with young people and adults with Down's syndrome to develop their practical and social skills to reach their full potential.

The Making Your Way Through Life Project continues to use trainers who have helped to develop the course materials and co-facilitate the courses. Trainers will also be involved in the Big Plan. The trainers are:

- Natasha Cannon
- Theresa Boyle
- Derek Jenkins
- Andrew MacIntyre
- Rowena Mingo
- Kim Scott
- Keith Watson



Over the last year, we have delivered four courses - 'Being Confident and Speaking Up' in Edinburgh and Aberdeen and 'Taking Part in Meetings' in Glasgow and Inverness.

The courses include fun activities, role playing,

quizzes, group and poster work that helps individuals explore what they are good at, practice speaking up scenarios and build their confidence and self esteem.

Each participant who takes part in one of our courses is encouraged to get involved in a personal challenge. We encourage participants to choose something that is new to them or will stretch them and their current capabilities. Many of the challenges increase independence and confidence.

Our Impact:



Those who attend the Making Your Way Through Life courses find that the courses increase their independence and builds confidence. These skills are helpful when the attendee is travelling alone, shopping, working or studying.

What the attendees said:

“I got the train myself to Glasgow.”

“I went into a cafe, ordered my food and sorted my money myself.”

“I learned to cook a meal for my family.”

“I learned the bus route to college.”

Rowena's story

“The training was good. I liked using the ‘koosh ball’. It helped everyone speak up and get louder. I really liked talking about myself. My favourite thing was doing the badges. My best badge said ‘Wonder Woman’. The others [badges] are ‘Westlife fan’, ‘a good singer’, ‘fab auntie’ and ‘cinema fan’. Everyone did badges even Brenda [our Training Officer]. We found out good things about people.

We went down to the cafe and ordered drinks by ourselves. We had to **learn to speak louder. It helped us and made us feel good.**

My challenge was cooking a meal for my mum and dad. I cooked chicken, cauliflower cheese and potatoes. I managed most of it myself. I did another challenge too. I looked around for leaflets about dance and exercise. I got some from Aberdeen College and His Majesty's Theatre. I looked in the library for some. I really enjoyed the course.”

– participated in the Being Confident and Speaking Up Course in Aberdeen 2010

Our Action:

Creating and promoting innovative programmes of service that further the development of individuals with Down's syndrome.

DSSports Football

Over a series of meetings each person works on a **person-centred plan for their life**. The sessions involve lots of activities and ideas giving people the opportunity to share their insights with the whole group. At the end of the Big Plan, everyone will have **put together a plan**, which includes **action steps** and a group of people around them to **help and support them to take those steps**.

This year, we introduced an exciting development in relation to sports provision with the launch of DSSports. Our first partnership is with the Celtic Foundation. In January 2011, the vision became a reality when 25 young people took part in an eight week pilot programme.



The 19 coaches received training from us prior to the start of the programme, which included:

- Down's syndrome awareness
- Learning profile of children with Down's syndrome
- Basic signing

This proved so successful that phase two is now underway. It is hoped that more clubs and different sports will join this development starting in 2011-2012.

Our Impact:

A mum's story on her son's growth



“Euan loves to play football but he can't quite manage to keep up with everyone at his school. Euan attends a mainstream school in Glasgow that has a specialised unit. The [football] programme levels the playing field and gives Euan the chance to shine.

The first session Euan said 'I can't kick the ball. I can't run with the ball. I can't tackle.' Now he says, 'Watch me! I can do it!' He goes into the room [where the programme is held] and says, 'Right mum. Bye!'”

– L.D., Mum of 14 year old

DSSports Football

Those who attend our DS Sports football partnership with Celtic **increased their confidence, teambuilding skills and sports skills:**

100% Parents said their child benefited from the football sessions

87% Parents said they saw improvements in one or more areas of child's development

Improvement areas were:

- Self confidence
- Interaction with others
- Willingness to participate
- Interest in learning a new skill
- Coordination/motor skills
- Having fun at organised events

“ Having seen the children when they started the programme and being with them at the end [of the pilot], the **confidence they have gained** in mixing with other kids and making new friends...is of great benefit. Their **skill and fitness levels are being improved with every session.**”

– Gerry Mannion, coach of younger group



Our Action:

Providing groups to develop better communication skills.



In October 2010, we took over the running of the **Achieving Better Communication (ABC) Groups** in Edinburgh from the parents group that had organised them. The service was redesigned to make it **more financially sustainable**.

The sessions **include the children and their parents**, so that the parents take away exercises and lessons to work on with their child during the week. Parents received:

- Practical hints and tips
- Talk Tools
- Oral exercises
- Information on how to get the best out of their child

The children receive support on and developed their skills in:

- Word/picture matching
- Turn taking
- Peer interaction
- Speech development and sentence structure

Our Impact:

23 Children received additional communication skills support by attending our ABC Groups

A formal internal evaluation will take place in April 2011, which will allow us to evaluate the successful aspects and to identify areas for improvement.



“ The day Stuart finally said football I felt so proud of him. He went to lots of matches, football parties and loved playing the game with his friends, so to be able to say the word was fantastic. ”

– S.B., Mum of 9 year old Stuart who attends the ABC Groups

You said: You wanted more social events to support and encourage friendships

Our Aim: Provide choices and support for children and adults with Down's syndrome to enable them to develop and reach their full social, physical and intellectual potential. - Strategic Framework 2010-2013

Our Action:

Providing and maintaining a range of support and activity networks for children and adults with Down's syndrome and their carers, particularly through the work of our branches.

Ayrshire



The Ayrshire branch held outdoor weekends and zoo outings for its members. They provided an informal setting for **families of different backgrounds and circumstances to gather and exchange information and support**. The members went to Whitoch Park and enjoyed outdoor activities. The branch also held branch meetings every month where families shared information on benefits.

Central

Central Branch ran a fortnightly Activities Club where **children and adults with Down's syndrome and their carers met and took part in various activities** like ball games, board games, arts and crafts and pool. **Individual music sessions** were also provided by a music teacher.



Central Branch also organised events for its members. Branch members participated in a ten pin bowling outing. These outings **encouraged our members with Down's syndrome to socialise with each other** and for families and carers to get together in an informal way and **exchange information** and to **support each other**.

Edinburgh and Lothians



The Edinburgh and Lothians Branch ran three regular groups throughout the year:

- Parent, Baby and Toddler
- Saturday Sunflowers
- Boogie Bunch

The Parent, Baby and Toddler group met once a month. The group provided toys, soft play and activities for the children while parents had tea and shared issues and best practices. New parents can see how older children are developing.

The Saturday Sunflowers club also met once a month for children aged 4 to 12 and their carers. The children met up with their friends and parents discussed issues like education and health.

The Boogie Bunch is for our adult members with Down's syndrome who are aged 16 and older. Adults brought along their favourite CDs and danced the night away. Members enjoyed socialising with their friends while dancing and sharing their news.

The branch also organised events throughout the year. Branch members participated in a Christmas party that was attended by 60 families, Bowling/Cinema Nights for ages 12 and older. These nights had 20 to 30 members attending. A Family Ceilidh with entertainment from Gary Coupland of The Singing Kettle was also highly attended by 60 families.

Grampian

The Grampian Branch held its successful 5s and Under Group, which has been running for two and a half years. The group strived to build friendships both for children and adults. The group is open to the whole family including siblings and

grandparents. Parents discussed issues and enjoyed seeing their child interact with others.

The Grampian Branch held its annual Christmas party. The party was attended by 15 families and, for some families, it's the chance to meet people that they only see once a year. The Christmas party's entertainment was provided by "Once Upon a Tune". The children learned how to play some musical instruments.

Tayside and Northeast Fife



The Tayside and Northeast Fife Branch provided Swing n Sing, a monthly music activity. It enabled parents to get together and talk through experiences and problems. After issuing out a survey to branch members, the activity was moved from the morning to the afternoon. As a result, the group has seen an increase in attendance.

Throughout the year, the branch organised other events. Members expressed themselves through art in a Ceramic Experience activity and members attended the Singing Kettle during the Christmas season.

West of Scotland

The West of Scotland Branch ran several groups:

- Family and Toddler Group
- Swimming Group
- Drama Group

The Family and Toddler Group was held once a month and encouraged all extended members of the family to attend. This provided an opportunity for children to play with others as the adults shared stories and new parents saw how the older children



Annual Review **Services**



are developing.

The Swimming Group, which became part of DSSports, is a very successful group of adults with Down's syndrome. Nine of the swimmers attended the European Down's Syndrome Open Swimming Championship in April and three swimmers joined the Great Britain Team and attended the World Championships held in Taiwan in October. The group stressed the **importance of a healthy lifestyle and teamwork**.

The Branch's piloted drama group was a monthly activity for teenagers and adults with Down's syndrome. Participants worked with partners and in groups to **build relationships** through mime, movement and improvisation. A second series of classes will run from September to December 2011.

Our Impact:

Our Branch Activities provided a place for families to go **have fun, share experiences, exchanging information and getting support from other parents**.

Children and adults with Down's syndrome **enjoyed taking part in all the activities, like meeting up with each other and learn life lessons that help them live full lives**. Siblings and other family members were invited so that the whole family is supported.

“ I enjoy going to the club because everybody is so **friendly and supportive. ”**

– Central Branch parent

15 Families from Edinburgh and Lothians Branch regularly attend its Parent, Baby and Toddler Group

“ Coming to Parent, Baby and Toddler Group was the best thing for us as we didn't know anyone else with a child with Down's syndrome. **We saw other children walking and playing and just having fun and we realised our child will do all these things as well. ”**

– Edinburgh and Lothians Branch mum of a one year old boy with Down's syndrome

10 Children with Down's syndrome regularly attend the Tayside and Northeast Fife Sing n Sing Group

“ I enjoy helping people get together to mix, chat and **share experiences. It is great to **get firsthand experience** and to **discuss how problems can be overcome**. ”**

– Tayside and Northeast Fife committee member

9 Swimmers from the West of Scotland's Swimming Group participated in the European Down's Syndrome Open Swimming Championships

“ The team won 23 medals and all the swimmers showed great **courage and determination. A good **team spirit** flowed throughout [the weekend]. ”**

– West of Scotland Swimming Group parent and organiser, David Keppie

You said: You wanted:

- A better newsletter
- A better web site
- A better e-bulletin
- A published strategic plan

Our Aim: Children and adults with Down's syndrome, their parents and families receive appropriate and timely information and support through the ages and stages of their lives.
- Strategic Framework 2010-2013

Our Action:

Providing information through written and electronic communication.

After recruiting a full-time Communications and Fundraising Officer, we were able to increase our printed and electronic communications as well as awareness of our charity and the cause.

Magazine



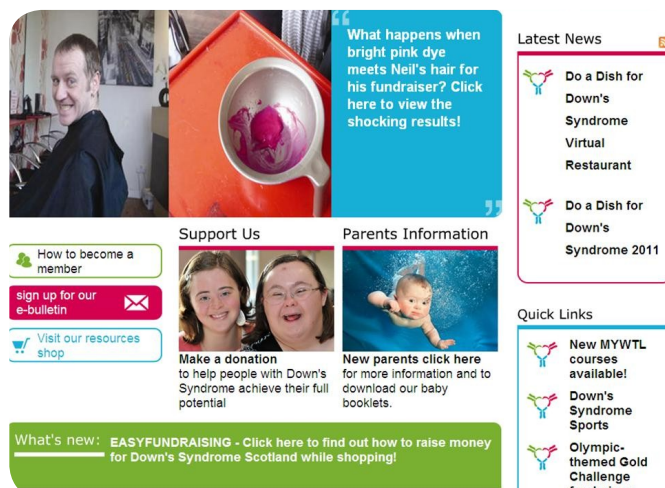
After pausing the production of our newsletter and reviewing the publication, we introduced our fresh bi-annual magazine that replaces our quarterly newsletter. Our bi-annual magazine is a full 28 pages and is sent to our members every spring and autumn.

We conducted a newsletter survey to see in what topics our members were interested. We found that over 55 per cent wanted to see more news, education, parenting, research, health care articles and event information and 51 per cent favoured a bi-annual newsletter. Also 50 per cent of our members were interested in reading articles from a variety of course: readers, members, researchers and medical specialists.

Using this information, our new Full Potential magazine includes articles focused on: news, lifestyle, family, health, research, fundraising, events, opinion with reviews and a feature story of a person with Down's syndrome striving for his or her full potential. Articles are written by our

members, supporters, medical specialists and researchers.

Web site



After launching our new rebranded web site in June 2009, we've updated our web site to make it more accessible. We've introduced a "Latest News" and "Quick Links" section on our home page where viewers can easily access important news, updates and information. We've also added clickable graphics that link to our publications shop and how to become a member of DS Scotland.

We have added information under our families and professionals section that includes:

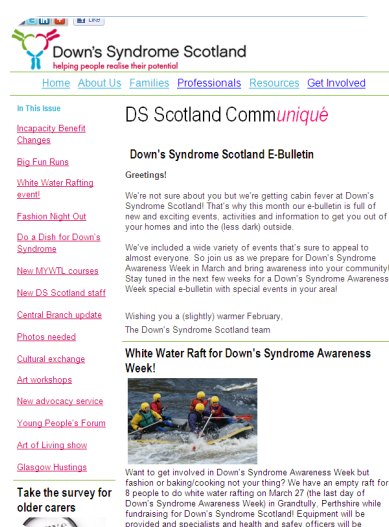
- pregnancy and new parents
- young children and primary, secondary school
- young adults, adults and growing older
- diet, weight and exercise
- our Family Support Service
- education, health information for professionals
- training courses for professionals
- research

Annual Review **Information & Awareness**

With the launch of DSSports in November we have introduced a **new DSSports section to the site**, which now includes: Football, Karate and Swimming with hopes to include Dance and Tennis in Autumn 2011.

We have also **created seasonal shops** for members and supporters to purchase tickets to our Annual Conference and to purchase Christmas cards. The web site enabled our supporters from as far as Russia and the United States to purchase Christmas cards.

E-bulletin



We have continued producing our e-bulletin at least once a month with special e-bulletins announcing timely information or events like our **Do a Dish for Down's Syndrome fundraising and awareness campaign**.

We have **increased the amount of information** produced in the e-bulletin each month and have seen an **increase in subscribers**. Information includes: news from National Office, branch activities and events, events and activities throughout Scotland, fundraising opportunities, relevant policy changes and services. Each e-bulletin item provides a teaser with a link to our web site that provides more information. This ensures our web site receives continued visitors. We have also **publicised our e-bulletins on our Twitter and Facebook pages** with a link for our followers and fans to view the information.

Social Media

We have continued promoting our events and activities on our Facebook and Twitter pages. Our Facebook page is targeted to family members of people with Down's syndrome from Scotland as well as the rest of the UK and the world. We **promote information, events and activities on our Facebook**

page. Facebook is also used by families to post their fundraisers and ask for support, to ask questions to one another and for families to post photos of their family members with Down's syndrome that celebrate their achievements.

Our Twitter fans are predominantly related organisations throughout the world with some fundraisers and members. It allows us to keep abreast of developments from other related charities and to support our fundraisers and members.

During Down's Syndrome Awareness Week in March, we introduced our **Facebook and Twitter Lunch Hour**, which we will continue once a month. During the Facebook and Twitter Lunch Hour, our Facebook fans and Twitter followers can ask our Family Support Services Team questions. Some topics have been: behaviour, toilet training, fundraising and speech and language development.

Strategic Framework



In October we **published our Strategic Framework 2010 to 2013** document on our web site and advertised it in our e-bulletin. This publication is another way the general public can find out what our charity does.

As so much of our work is reactively responding to approaches from outside, our Strategic Framework defines the themes and aims through which we deliver our work.

Our challenge is to be as 'response ready' as we can, and within each consequential area of work delivered, to plan and fundraise accordingly.

Our Impact:

Magazine

After considering our member's survey feedback, we have included as many suggestions as possible to our new magazine. Since the launch of our magazine we have received much positive feedback from our members and other organisations as it **provides helpful information to our members and related organisations**. Our Family Support Service Team also provides it to potential new members.

“The magazine is a great source of information for parents...for someone like myself who's learning as I go along. It's amazing to see how well older kids with Down's syndrome adapt.”

– Parent, West of Scotland

“I arrived home today to my copy of the new magazine. Congratulations - it's great! As well as helping to change perceptions in society, it's a welcome reminder of all that is wonderful about our children.”

– Parent, West of Scotland

Web site

Our **web site viewership increased 23 per cent** (16,977 visitors this year compared to 13,796 last year) this year compared to last year, which means more people are learning about our organisation and consulting our web site for information. This will help support families, carers, professionals and fundraisers. In late 2011 we hope to send a web site survey to our members to ensure that we

117 Countries from which our web site receives traffic

E-bulletin

Through the year we have seen an **increase in e-bulletin subscribers** (682 subscribers this year from 444 subscribers last year) and our e-bulletin is read by people throughout Scotland and the rest of the UK as well as in the United States.

238

New e-bulletin subscribers this year shows that our e-bulletin continues to provide helpful information to subscribers

“I also love the e-bulletins. They brighten up my working day when they pop into my inbox.”

– Parent, West of Scotland

Social Media

Our Facebook and Twitter pages have **increased in fans and followers** this year and our Facebook and Twitter Lunch Hour provides another medium for our families, professionals and carers to ask our Family Support Service Team questions that they may not have had the time to ask. Our Facebook page provides another option for **parents to ask questions of each other and share best practices**.

709

New Facebook fans this year shows that this forum for our families is beneficial for news, information and events

178

New Twitter followers this year shows that this forum for our professionals is beneficial for news, information and events

Strategic Framework

Our Strategic Framework is available on our web site for families, professionals, funders and members of the media. It is used as an informative publication of our charity's goals. While the evaluation of the Strategic Framework will not be held until 2014, we have designed this Annual Review to showcase how we are striving to meet our Strategic Framework objectives.

You said: You wanted the profile of the charity to be raised.

Our Aim: The public and professionals' attitudes to Down's syndrome will be more positive and inclusive.
- Strategic Framework 2010-2013

Our Action:

Promoting positive images of Down's syndrome to the general public, professionals and the community at large.

We used our magazine, web site, e-bulletin, social media, events and the media as a way to promote positive images and stories of people with Down's syndrome.

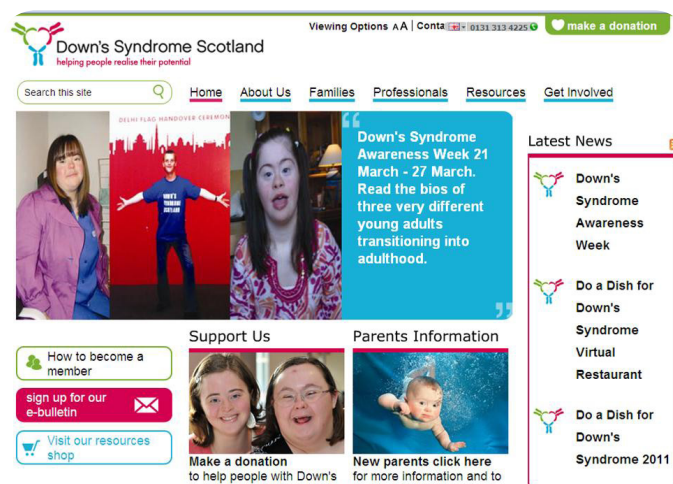
Awareness through events

Our biggest events this year were - our Annual Conference in November and our Annual Do a Dish for Down's Syndrome fundraising and awareness campaign held in March.



At our Annual Conference our members with Down's syndrome participate in our conference and AGM, which subsequently provides a positive image of people with Down's syndrome to all who attend. There was a drama workshop and a sexuality and relationships workshop for adults with Down's syndrome and Andrew Macintyre, one of our Trainers, presented a speech on "A Day in My Life" at the opening of our Conference to over 100 families, carers, adults with Down's syndrome and professionals.

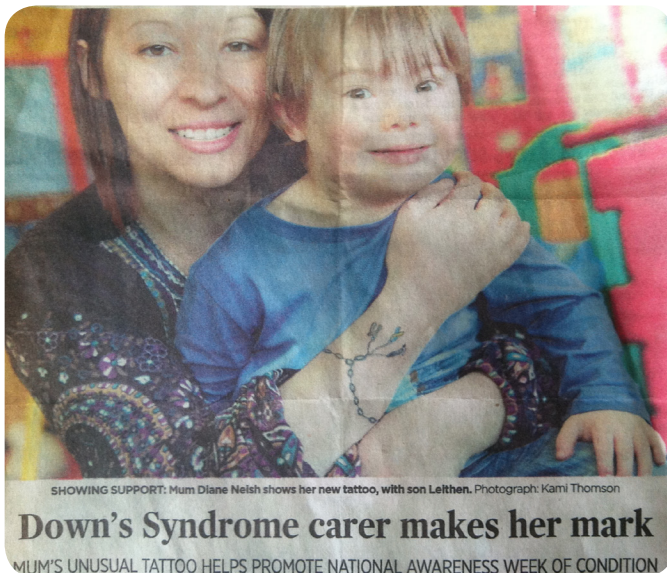
Our Do a Dish for Down's Syndrome fundraising and awareness campaign ran throughout March, which includes Down's Syndrome Awareness Week. The focus of this campaign surrounded inclusion and the way in which sharing brings families, friends and communities together. National Office held a variety of events as well as encouraging our members to bring awareness to their workplace and schools. Our branches also held Awareness Week activities.



Our awareness activities included:

- Fashion Night Out with informational leaflets passed out to attendees
- Do a Dish events such as coffee mornings, bake sales and potlucks held at schools & workplaces
- Facebook and Twitter Question and Answer session introduced on World Down's Syndrome Day (21st March)
- 9 Facts about Down's syndrome leaflet and included in our fundraising packs
- Our web site included 3 biographies of young adults with Down's syndrome of differing support needs transitioning into Down's syndrome
- Our office windows were covered with images of people with Down's syndrome of all ages along with our 9 Facts about Down's Syndrome
- We tweeted facts and mythbusters about Down's syndrome to David Cameron, Nicola Sturgeon, Alex Salmond and Sarah Brown
- We worked with print journalists to have two feature articles in the Edinburgh Evening News and the Press and Journal that mentioned Down's Syndrome Awareness Week
- Grampian branch held an Awareness week ceilidh for 120 people and Central Branch ran a special open day for its Activities Club

Awareness through the media



We work with journalists to **provide news responses** to issues focused on people with Down's syndrome and their families. We also work with journalists to provide **in-depth feature stories** about people with Down's syndrome and their families, which we hope will increase the awareness of Down's syndrome in the general public. We also encourage our members and branches throughout Scotland to promote fundraisers' events and profile stories to their local papers.

Our Impact:

Promoting positive images of people with Down's syndrome to the general public **helps change the stigma of the condition**. This creates a more understanding environment for people with Down's syndrome to realise their potential.

1.1 million

Of Sarah Brown's and Nicola Sturgeon's MSP Twitter followers viewed our fact about Down's syndrome

90

Twitter followers of Nicola Sturgeon MSP and Sarah Brown forwarded (retweeted) our fact on to their followers

“I just wanted to congratulate you on your web site. The **design and layout is great and the pictures are absolutely gorgeous. It helps **send a very positive message about Down's syndrome**. Well done. ”**

– Web site Project Officer for an Australian organisation

12

Different national & local papers in Aberdeen, Perth, Glasgow & Edinburgh published articles, which increases awareness throughout Scotland

11

Articles published in Scottish newspapers after we worked with journalists to provide case studies, quotes and statistics

Thank you!

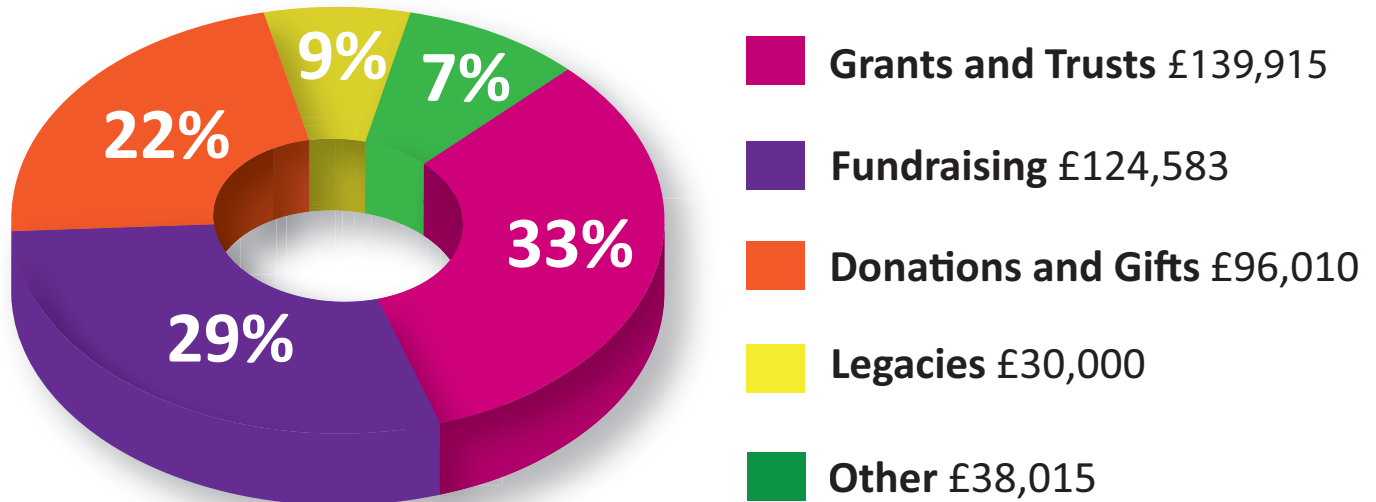
We'd like to thank everyone who have donated or fundraised for us during the year. You really make a difference. We'd particularly like to thank those who have given us over £1,000 this financial year.



- Agnes McCallum Fund
- Allison Davies
- Ashley Marshall
- Chris Sparks and friends Jim, Chris and Gareth
- Colin Leese
- Edinburgh Coach Lines Limited
- Edinburgh Scooter Club
- Ellie Stewart and Alan Picken
- Geoghegans Tax Department
- Gerry Brown
- Heather Wadih
- Karen Aikman
- Kirsten Bell
- Laura Traynor
- Lynne and Norman Prophet
- Martin Connell Charitable Trust
- Martin Thomson
- Michelle Pizzi and the Diageo Foundation
- Miss B W Muirhead's Charitable Trust
- Moira McIntosh
- Pauline Gallagher
- Peter and Jo Hughes
- Richie Davie
- Robert Dolan
- Robert Wallace
- Rotary Club of Corstorphine
- Rowan Cuerilla Six Oil Platform
- Sarah Gunn
- Souter Charitable Trust
- Stagecoach Group plc
- Stuart Graham and friends Tom, Ross and Ian
- Stuart Reid
- Sue Macnaughton
- Susan Burr
- The Big Lottery Fund
- The Blairston Charitable Trust
- The Enzo Londei Trust
- The estate of the late Dr Agnes Jackson
- The estate of the late David Dunbar
- The W M Mann Foundation
- Wendy Dalgarno

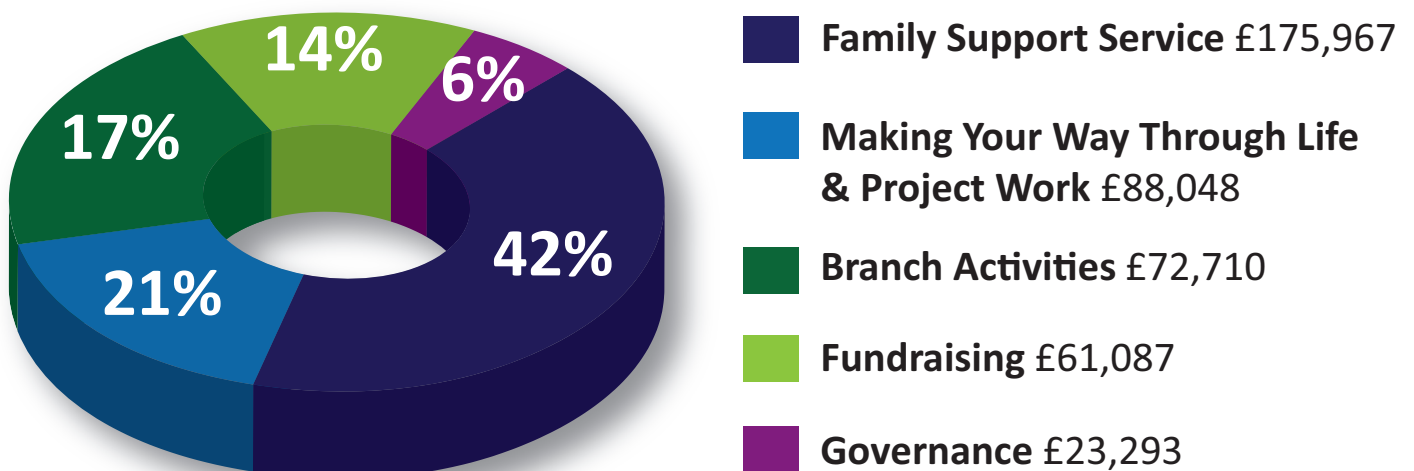
How we raised our funds:

Total Income 2010-11 (£428,523)



How we spent our funds:

Total Expenditure 2010-11 (£421,105)



Financial Summary

Income

In March 2009, Down's Syndrome Scotland became incorporated as a company limited by guarantee. As a result, the first year's accounts to 31 March 2010 included the net transfer of assets from the unincorporated association (£375,771) within the turnover figures, to give a slightly misleading total turnover figure of £767,049.

During the year to 31 March 2011, Income (excluding the transfer of assets figure in the comparison) has risen by 9.5%. This increase in income derives principally from a rise in donations and gifts of 24% and a rise in fundraising income of 24%.

Fundraising costs did increase by 21% but the net fundraised income is still significantly higher than in previous years (27% over net fundraised income in 2010).

The ratio of unrestricted to restricted income was consistent with previous years, 59:41 compared to 58:42 in 2010.

Income from Grants and Trusts was down on 2010 by 7%, which reflects the economic downturn and continued pressure on charitable trusts and foundations to continue supporting charities with limited resources.

It was decided to raise the profile of the Annual Conference and AGM, held in Edinburgh, November 2010. The keynote speaker was Dave Hingsberger from North America. The higher standard of venue and speakers was well received and although this meant an increase in delegate rate, everyone who attended commented highly on the improved quality and standard of the Conference.

Expenditure

The Statement of Financial Activities (SoFA) shows the analysis of resources expended between charitable activities, governance costs and fundraising costs. Further detail is given in note 3 of the accounts.

Total expenditure has increased by 9.6%. Most of this is from an increase in support costs, which has risen by 27%. This is due to the recruitment of a full-time employee responsible for communications (website, bi-annual magazine, e-bulletin, PR & social media sites) and also responsible for support to the fundraising manager. This employment policy has

had a significant impact on our public profile and also on the increase in information and support to our members.

The allocation of expenditure across the strategic aims of Down's Syndrome Scotland has changed slightly as a result of merging the Adult and Young person's Officers individual roles under the same department of Family Support Service. With the departure of our Full-time Family Support Officer in October we have recruited 2 part-time Family Support Officers. The net difference in cost to the organisation is negligible but the lasting effect is significant as these 2 officers' remits are to be working out in the communities. One is based in the Central Belt, the other is responsible for all areas north of Perth.

Reserves Policy

The General Unrestricted Reserve Fund represents the free unrestricted funds of the charity not designated or invested in tangible fixed assets. These funds are held to meet general current and the future running costs of the charity and to fund activities for which it does not prove possible to obtain specific funding. 92% of our income comes from donations and fundraised income. Our policy is that reserves of the equivalent of 12 months average unrestricted expenditure (not incl branch unrestricted expenditure) should be held in the General Reserve Fund to provide sufficient time to replace any lost funding or to make the necessary alterations to activities. Maintaining this level of reserves is regarded as good practice and one we strive towards, although currently we have reserves of under 6 months: as at 31 March 2011 the balance on the General Reserve Fund (not designated as invested in fixed assets) was £95,850 as against the required holding under this policy of £203,555.

Restricted Funds

These funds are tied to a particular purpose, as specified by the donor. At 31 March 2011, unspent restricted funds were £112,491 (2010: £104,197).

Designated Funds

These are unrestricted funds that have been allocated by the Trustees for particular purposes.

Financial Position

The Trustees consider that there are sufficient reserves held at 31 March 2011 to manage any foreseeable further downturn in the UK and global economy.

Statement of Financial Activities

For the year ended 31 March 2011

	Notes	Un- Restricted £	Restricted £	2011 £	2010 £
Incoming Resources					
<i>Voluntary Income</i>					
Donations and Gifts		65,047	14,217	79,264	64,105
Grants and Trusts		9,732	130,183	139,915	150,243
Legacies		30,000	-	30,000	34,953
Membership Subscriptions		8,094	-	8,094	6,385
Give As You Earn donations		16,746	-	16,746	17,002
<i>Activities for Generating Funds</i>					
Organised Events		86,130	38,453	124,583	100,327
Branch Activities		1,214	3,481	4,695	4,295
Conferences and Literature		10,941	-	10,941	4,848
Other Income		10,102	3,732	13,834	8,577
<i>Investment Income</i>					
Bank Interest Received		431	20	451	543
<i>Other Income</i>					
Transfer of Net Assets on Incorporation		-	-	-	375,771
		<u>238,437</u>	<u>190,086</u>	<u>428,523</u>	<u>767,059</u>
Resources Expended					
Cost of Generating Funds	3	60,004	1,083	61,087	50,472
Charitable Activities	3	151,126	185,599	336,725	315,128
Governance Costs	3	23,293	-	23,293	18,399
		<u>234,423</u>	<u>186,682</u>	<u>421,105</u>	<u>383,999</u>
Net Incoming Resources before transfer		4,014	3,404	7,418	383,050
Transfers between funds	9/10	(4,890)	4,890	-	-
Net Movement in funds for the year		(876)	8,294	7,418	383,050
Fund Balances brought forward at 1 April 2010		278,853	104,197	383,050	-
Fund Balances carried forward at 31 March 2011		<u>277,977</u>	<u>112,491</u>	<u>390,468</u>	<u>383,050</u>

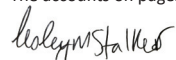
The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

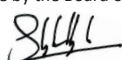
Our balance sheets

31 March 2011

	Notes	2011 £	2010 £
Fixed assets			
Tangible assets	6	81,105	<u>87,293</u>
Current Assets			
Debtors	7	44,162	18,956
Cash at bank and in hand		<u>282,626</u>	<u>298,518</u>
		326,788	317,474
Creditors: amounts falling due within one year	8	<u>(17,425)</u>	<u>(21,717)</u>
Net Current Assets		<u>309,363</u>	<u>295,757</u>
Net Assets		<u>390,468</u>	<u>383,050</u>
Funds			
Restricted Funds	9	112,491	104,197
Designated Funds	10	29,229	21,622
Unrestricted Funds	10	<u>248,748</u>	<u>257,231</u>
		<u>390,468</u>	<u>383,050</u>

The accounts on pages 23 to 28 were approved and authorised for issue by the Board of Directors on behalf of the Trustees on 9th September 2011 and are signed on their behalf.


Lesley Stalker, Chairperson


Stephen Hughes, Trustee

Company Registration Number: SC356717



Annual Review Finance

Notes to the Accounts

For the year ending 31 March 2011 cont'd

1. Accounting policies

1.1 Basis of preparation of accounts

The accounts have been prepared under the historical cost convention and in accordance with the Companies Act 2006, the Statement of Recommended Practice - Accounting and Reporting for Charities (SORP 2005) and the Charities Accounts (Scotland) Regulations 2006.

They include the results of Down's Syndrome Scotland's operations as described in the Trustees' Report and all of which are continuing. The financial results of the six branches are consolidated with the results from the national office to produce the full accounts of the charity.

Cash Flow Statements

Down's Syndrome Scotland has taken advantage of the exemption in Financial Reporting Standard No. 1 from the requirement to produce a cashflow statement on the grounds that it qualifies as a small charity.

Funds

All income and expenditure is dealt with through the Statement of Financial Activities. Funds are classified as restricted funds, unrestricted funds or designated funds, defined as follows:

• Restricted Funds

Restricted funds are funds subject to specific trusts or conditions, which may be declared by the donor or with their authority (e.g. by the restrictive wording of an appeal). Restricted funds can be either income funds or capital funds.

• Unrestricted Funds

Unrestricted funds are expendable at the discretion of the Executive Committee in furtherance of the objects of Down's Syndrome Scotland. A transfer is made from unrestricted funds to restricted funds to compensate fully all restricted funds, which would be in otherwise deficit at the accounting date.

• Designated Funds

Designated funds are unrestricted funds that have been earmarked by the trustees for a specific purpose.

Gift Aid/Deeds of Covenant

Income from Gift Aid donations and Deeds of Covenant include the received or receivable associated tax credit.

Leasing Commitments

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.2 Income

Voluntary income and donations are accounted for as receivable by the charity. The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs. No permanent endowments have been received in the period.

1.3 Grants

Revenue grants receivable are recognised in the period to which they relate. Capital grants are accounted for as restricted funds when received.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets costing more than £500 are capitalised and their cost written off over a period depending on the type of asset as shown below.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

	%	Basis
Heritable property	2.5	straight line
Office equipment	25	straight line
Fixtures & Fittings	10	straight line

1.5 Resources Expended

Expenditure is recognised on an accruals basis as a liability is incurred. The charity is not registered for VAT and expenditure is therefore inclusive of any irrecoverable VAT, which is reported as part of the expenditure to which it relates:

- Cost of generating funds comprises costs incurred in applying to people and organisations to contribute financially to the charity's work. This includes the costs of

staging special fundraising events and salaries of staff involved in fundraising work.

- The costs of charitable activities is those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on the basis of time spent on each activity.

1.6 Pension Scheme

The Charity is a member of the Scottish Voluntary Sector Pension Scheme (the Scheme), which is a multiple employer defined benefit scheme. This Scheme closed to future accrual on 31 March 2010. As it is not possible to confirm the charity's share of underlying assets and liabilities of the Scheme it is accounted for as a defined contribution scheme with costs equal to the contributions made for the accounting period.

The charity also operates a group personal pension scheme on a defined contribution basis. The contributions payable are charged to the Statement of Financial Activities in the period to which they relate.

2 Taxation

As a charity, Down's Syndrome Scotland is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 and section 258 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable purposes. No tax charges have arisen in the Charity.

Notes to the Accounts

For the year ended 31 March 2011

3. Analysis of Total Resources Expended

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	2011 £	2010 £
Cost of Generating Funds	20,160	23,754	17,173	61,087	50,472
Charitable Activities costs in furtherance of the charity's objectives:					
Family Support Services	92,419	6,471	77,077	175,967	165,886
Training Development	46,354	2,184	39,510	88,048	68,576
Branch Activities	-	72,710	-	72,710	80,666
	138,773	81,365	116,587	336,725	315,128
Governance	4,627	14,714	3,952	23,293	18,399
	163,560	119,833	137,712	421,105	383,999

Detail of Charitable Support Costs

	2011 £	2010 £
Insurance and Rates	4,641	4,782
Repairs/Maintenance	1,101	6,630
Utilities & Cleaning	2,535	2,722
ICT Software, Licences & Support	8,661	14,062
Depreciation	9,705	8,570
Telephone & Postage	6,420	5,703
Resources/Printing/Publications	6,328	5,374
Stationery/Photocopying	6,398	5,314
Events/Venue Hire	12,456	5,811
Professional Fees	2,491	276
Sundry expenses	1,404	1,019
Storage costs	1,820	1,820
Finance and Admin staff costs	73,752	46,163
Support Costs allocated to Core Activities on staff time basis.	137,712	108,245

4. Staff Costs

	2011 £	2010 £
Wages and Salaries	182,420	174,287
Social Security Costs	17,094	14,777
Pension Costs	9,584	10,081
No employee earned £60,000 or more.	209,098	199,145

The average number of employees, analysed by function was:

	2011	2010
Direct charitable function	3.4	4
Fundraising, management and administration	3.6	2.5
	7	6.5

During the year, a total of £102 (2010 - £301) was paid to 1 (2010 - 3) Director in respect of reimbursement of travel and subsistence expenses. None of these Directors received any remuneration during the period.

5. Governance Costs

	2011 £	2010 £
Audit Fee	3,901	3,800
Legal Fees	9,181	6,155
Director's Expenses	102	301
Meeting Costs	1,535	545
National Office Staff & Support Costs	8,574	7,598
	23,293	18,399

Annual Review Finance

Notes to the Accounts

For the year ended 31 March 2011

6. Fixed Assets

Cost	Heritable Property £	Fixtures & Fittings £	Office Equipment £	2011 Total £
Cost Bfwd at 1 April 2010	80,000	20,162	69,421	169,583
Additions	-	-	3,930	3,930
Disposals	-	-	-	-
At 31 March 2011	80,000	20,162	73,351	173,513
Depreciation				
Depreciation bfwd at 1 April 2010	2,000	17,562	62,728	82,290
Charge for the year	2,000	571	7,547	10,118
At 31 March 2011	4,000	18,133	70,275	92,408
Net Book Value at 31 March 2010	78,000	2,600	6,693	87,293
Net Book Value at 31 March 2011	76,000	2,029	3,076	81,105

7. Debtors

	2011 £	2010 £
Other Debtors	40,662	14,436
Prepayments	3,500	4,520
	44,162	18,956

8. Creditors: Amounts falling due within one year

	2011 £	2010 £
Other Creditors	6,043	8,394
Accruals	11,382	13,323
	17,425	21,717

Financial Commitments

	2011 £	2010 £
Expiry date:		
Between one and five years	3,350	3,211
	3,350	3,211

At 31 March 2011 the charity had annual commitments under a non-cancellable operating equipment lease listed above.

9. Restricted Funds

	Balance at 01/04/2010 £	Movement in Resources Incoming £	Outgoing £	Transfer from Un-restricted funds £	Balance at 31/03/11 £
Making Your Way Project (Big Lottery Fund)	10,293	58,983	(54,560)	-	14,716
Family Support Services (RS Macdonald)	15,000	30,000	(30,500)	-	14,500
West of Scotland Toddler Group	292	-	-	-	292
Library	-	2,000	(2,000)	-	-
Fixed Assets reserve	34,761	-	(7,586)	-	27,175
Information Resources (Scottish Gov)	-	34,950	(34,950)	-	-
Committee rep adults with Down's syndrome	4,000	-	-	-	4,000
ABC Service - run by DS Scotland	-	7,919	(12,809)	4,890	-
Parent Contact Support Service	-	8,250	-	-	8,250
	64,346	142,102	(142,405)	4,890	68,933
Branch restricted funds					
Lothian - ABC Groups	5,585	5,202	(10,330)	-	457
Ups and Down's - Theatre Group	34,266	42,782	(33,947)	-	43,101
	39,851	47,984	(44,277)	-	43,558
Total Restricted Funds	104,197	190,086	(186,682)	4,890	112,491

Notes to the Accounts

For the year ended 31 March 2011

Restricted Funds (continued)

Making Your Way Through Life Project

This project is funded by the Big Lottery Fund and works to increase the confidence and self-esteem of people with Down's syndrome by providing them with necessary skills. This project is for 5 years commencing July 2009.

Family Support Service

This relates to the funding received for contributions towards the costs of employing a Senior Family Support Officer. Key funders this year were the RS Macdonald Charitable Trust and the Agnes McCallum Charitable Trust.

West of Scotland Toddler Group

To support the children's toddler group operating in the West of Scotland.

Library

To jointly provide an online library facility with the Scottish Consortium for Learning Disabilities.

Fixed Assets Reserves

Represents the net book value of premises and tangible fixed assets acquired with restricted funds.

10. Unrestricted Funds

	Balance at 01/04/2010 £	Movement in incoming £	Resources Outgoing £	Transfers £	Balance at 31/03/2011 £
General Reserves (unrestricted)	175,260	192,057	(203,555)	(14,110)	149,652
Designated Fund Capital Renewal	15,780	-	-	9,220	25,000
Designated Fund - Branch Caravan fund	5,842	3,555	(5,168)	-	4,229
Branch Reserves (unrestricted)	81,971	42,825	(25,700)	-	99,096
Total Unrestricted Funds	278,853	238,437	(234,423)	(4,890)	277,977

Designated Fund - Capital Renewal

This fund represents funds designated by the Directors to help defray the impact of future expenditure on capital items (Property and computer equipment).

Designated Fund - Branch Caravan Fund

This fund represents funds designated by the Directors for the continued upkeep of the caravan made available for families of children with Down's syndrome.

11. Analysis of Funds Net Assets

	Fixed Assets £	Current Assets £	Total £
Restricted Funds	27,175	41,758	68,933
Branch Restricted Funds	-	43,558	43,558
Unrestricted General Funds	53,802	95,850	149,652
Unrestricted Branch Funds	128	98,968	99,096
Designated Funds	-	29,229	29,229
	81,105	309,363	390,468

12. Pension Scheme

12.1 Defined Contribution Pension Arrangements

The charity operates a group personal pension scheme on a defined contribution basis. Employer contributions are paid up to 4% of pensionable salaries, if matched by employee contributions. Employer pension contributions payable in the year were £2,572. The contributions payable are charged to the Statement of Financial Activities in the period to which

they relate.

12.2 Defined Benefit Pension Arrangements

Down's Syndrome Scotland participates in the Scottish Voluntary Sector Pension Scheme (the Scheme). The Scheme is a multi-employer defined benefit scheme. The Scheme is funded and was contracted out of the state scheme until 31 March 2010, when the Scheme was closed to future accrual. The Scheme operated a single benefit structure, final salary

with a 1/60th accrual rate until 30 September 2007. From October 2007 there were two benefit structures available, final salary with 1/60th accrual rate and final salary with 1/80th accrual rate, until the date of the Scheme closure on 31 March 2010.

The Scheme closed to future accrual on 31 March 2010. There is currently no intention to wind up the Scottish Voluntary Sector Pension Scheme and it continues in paid-up form.

The Trustee commissions an actuarial valuation of the Scheme every 3 years. The main purpose of the valuation is to determine the financial position of the Scheme in order to determine the level of future contributions required so that the Scheme can meet its pension obligations as they fall due.

The actuarial valuation assesses whether the Scheme's assets at the valuation date are likely to be sufficient to pay the pension benefits accrued by members as at the valuation date. Asset values are calculated by reference to market levels. Accrued pension benefits are valued by discounting expected future benefit payments using a discount rate calculated by reference to the expected future investment returns.

It is not possible in the normal course of events to identify the share of underlying assets and liabilities belonging to individual participating employers. This is because the scheme is a multi-employer scheme where the scheme assets are co-mingled for investment purposes and benefits are paid from total scheme assets. Accordingly, due to the nature of the Plan, the accounting charge for the period under the FRS 17 represents the employer contribution payable.

The last formal valuation of the Scheme was performed as at 30 September 2008, by a professionally qualified actuary using the Projected Unit Method. The market value of the Scheme's assets at the 30 September 2008 was £45.1 million. The valuation revealed a shortfall of assets compared with the value of liabilities of £20.438 million (equivalent to a past service funding level of 68.8 %).

The financial assumptions underlying the valuation as at 30 September 2008 were as follows:

	% pa
Investment return pre-retirement	6.8
Investment return post-retirement	4.6
Rate of salary increase	4.2*
	4.7**

Rate of pension increases:

For pensionable service pre 6 April 2005	3.0
For pensionable service post 5 April 2005	2.3
Rate of price inflation	3.2

*For five years. ** and thereafter.

The funding update at 30 September 2010 revealed that the estimated past service funding level has increased to 81.0 %, and the shortfall of assets compared with the value of liabilities has fallen to an estimated £15.12m. This is primarily due to positive investment returns over the period concerned, the settlement of employer debts on leaving, the change in basis of pension increases from RPI to CPI and the changes in actuarial assumptions.

If an actuarial valuation reveals a shortfall of assets compared to liabilities the Trustee must prepare a recovery plan setting out the steps to be taken to make up the shortfall.

It was agreed that the following joint contribution rates would be payable until 31 March 2010:

Benefit structure	Joint contribution rate (% of pensionable salaries)
-------------------	---

Final salary 1/60th accrual rate 22.7 %*

*Comprising employer contributions of 15.2% and member contributions of 7.5%.

From 1 April 2010 contributions in respect of future service have ceased.

From 1 April 2010, a new recovery plan came into effect, following the finalisation of the 2008 valuation. Under the recovery plan, Down's Syndrome Scotland is required to make lump sum payments of £7,032 p.a. increasing annually in line with the salary assumption used in the valuation.

If the valuation assumptions are borne out in practice, this pattern of contributions should be sufficient to eliminate the past service deficit arising from 2005 and 2008 valuations, on an on-going funding basis, by 31 March 2022. The required level of deficit contributions will fall from 30 September 2018.

A copy of the recovery plan must be sent to the Pension Regulator. The Regulator has the power under Part 3 of the Pensions Act 2004 to issue scheme funding directions where it believes that

the actuarial valuation assumptions and/or recovery plan are inappropriate. For example, the Regulator could require that the Trustee strengthens the actuarial assumptions (which increase the scheme liabilities and hence impact on the recovery plan) or impose a schedule of contributions on the Scheme (which would effectively amend the terms of the recovery plan).

The recovery plan from the 2008 valuation has been submitted to the Pensions Regulator. The next full actuarial valuation will be carried out as at 30 September 2011.

Following a change in legislation in September 2005, there is a potential debt on the employer that could be levied by the Trustee of the Scheme. The debt is due in the event of the employer ceasing to participate in the Scheme or the Scheme winding up

The debt for the Scheme as a whole is calculated by comparing the liabilities for the Scheme (calculated on a buyout basis i.e. the cost of securing benefits by purchasing annuity policies from an insurer, plus an allowance for expense) with the assets of the Scheme. If the liabilities exceed assets there is a buy-out debt.

The leaving employer's share of the buy-out debt is the proportion of the Scheme's liability attributable to employment with all the currently participating employers). The leaving employer's debt therefore includes a share of any "orphan" liabilities in respect of previously participating employers. The amount of the debt therefore depends on many factors including total Scheme liabilities, Scheme investment performance, the liabilities in respect of current and former employees of the employer, financial conditions at the time of the cessation event and the insurance buy-out market. The amounts of debt can therefore be volatile over time.

Down's Syndrome Scotland has been notified by the Pension Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Scheme as at 31 March 2010. As of this date the estimated employer debt for Down's Syndrome Scotland was £100,000.



Down's Syndrome Scotland

helping people realise their potential

9 facts about Down's syndrome

1



Down's syndrome is caused by an extra copy of chromosome 21 inside some or all of the body's cells

2

© Alexa Taylor-Watts

There are three types of Down's syndrome: Trisomy 21 (95%), Translocation (4%) and Mosaic (1%)

3

Approx 750 babies a year are born with Down's syndrome in the UK

4

Although the chance of a woman having a child with Down's syndrome increases with her age at the time of conception, 80% of children with Down's syndrome are born to women younger than 35



© Alexa Taylor-Watts

5



Many children with Down's syndrome attend mainstream school and many adults can live independently and hold down jobs

6

All people with Down's syndrome experience some form of learning disability, which can range from mild to severe

7

People with Down's syndrome look more like their family members than other people with Down's syndrome

8

Life expectancy for people with Down's syndrome has increased to 60 years and older

9

Just like anyone else, people with Down's syndrome are all unique individuals with different gifts, abilities and personalities



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