



Down's Syndrome Scotland  
helping people realise their potential

*One charity. One goal.*

# Welcome

## Message from the Chair



Welcome to Down's Syndrome Scotland's Annual Review. Whether you are reading this as a member, as a parent or sibling, as a member of staff or as a professional partner organisation, I'd like to thank you for your interest in and commitment to the organisation. I hope you find the review helpful and hope that it gives you new information about our organisation. We are proud of our organisation and of your part in it.

We live in modern times of instant communications and Down's Syndrome Scotland reflects this in its work. The staff are really responsive to requests and needs of families, professionals and carers. Systems have also been set up to ensure that networking is positive and fruitful. Many parents have spoken to me about their appreciation of the work of staff and their high level of skill and interactions with others. Whether by website, magazine, e-bulletins or social media there is a high level of communication in the system.

The annual review also illustrates the many faces of Down's Syndrome Scotland: from fundraising to family support; from creative and innovative ideas and projects to a regular systematic approach to promoting the needs and wishes of people with Down's syndrome and from advice to advocacy.

There were many highlights during the year for me. I'd like to share two with you. The annual conference has grown into a really exciting event where families, staff and experts can come together to share information and approaches. I always think the atmosphere at the annual conference is positive and mutually supportive. My other highlight is reading the magazine *Full Potential*. This is an excellent way of seeing the variety of Down's Syndrome Scotland and the vitality of the organisation. I always find something new and interesting in every issue.

So here's the annual review. I recommend it to you and hope you find it interesting. Thank you again for your part in Down's Syndrome Scotland.

Ian Fraser

## Message from the Chief Executive



"The achievements of an organisation are the combined efforts of each individual." This quote from Vince Lombardi has resonated with me, as it is demonstrated so aptly in this annual review of our work. In it you will see how each person's contribution comes together to form the whole that is Down's Syndrome Scotland.

The annual review affords us the opportunity to set out for the reader a picture of the length and breadth of our work. We can recount in words and pictures how we provide the services we do – yet despite this, it can still only be a snapshot, an overview of all that happens in any given year.

What I hope it does demonstrate, is how we are more than the sum of our parts. We are small in comparison to many other Scottish national charities with only 8.5 full time equivalent staff, yet we have an increasing impact. We maximise our reach and as you will read, creatively develop our work in ways that give us the maximum "bang for our buck".

Of course, our organisation is more than the staff. Our members, branch committee volunteers, trustees, our supporters and fundraisers, all play their part in ensuring that we are able to live up to our strap line of "helping people reach their full potential". Without the commitment of all of them we would be nothing.

Although we always make the annual review available via our web site, this year we are ensuring that everyone associated with our organisation – members, supporters and fundraisers alike receives a copy of the annual review. We will continue to do this on an occasional basis in order to ensure that those interested in our work can understand how we do what we do.

Finally, I'd just like to thank everyone involved in our organisation – keep doing what you do, so well.

Pandora Summerfield



# Services

**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:** Preparing for and responding to requests for personal support.



Our Family Support Service is led by Sarah Van Putten, our Family Support Service Manager and includes Jo Hughes, our Family Support Service Officer for the south of Scotland, and Moira Leck, our Family Support Service Officer for the north of Scotland.

Our Family Support Service's personal support can range from a half day to 10 days of staff time spread over several months.

These detailed enquiries have tended to be where there are ongoing issues which include:

- an inappropriate school placement or issues with education,
- support to submit placing requests,
- deferment requests,
- getting an adult an allocated social worker through a community care assessment and ensuring an appropriate service is identified and in place
- supporting a young person as they approach transition to high school
- attending transition meetings
- supporting parents and professionals as well as during transition planning processes

This work has continued to increase over the year as the two Family Support Officers settled into their posts.

## Our impact:

- **146 parents/carers have received ongoing support for complex issues**

Our newly re-launched Parent Contact Service, which is overseen by our Family Support Service, also provides personal support. This year we have **trained 13 parent contact volunteers** and **they have supported 21 families** since their training. These have been mostly families with young children; however, we continue to advertise and encourage other parents to utilise the skills of our parent contacts who have older children and young adults who have made those difficult decisions about secondary school and beyond.

## Our impact:

Feedback this year has indicated that:

- Parents continue to value the support and feel more able to deal with things, 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.
- We have supported **6 families for successful reassessment for Disability Living Allowance, 3 families through the appeals process to a successful completion** and supported another **2 families to successfully submit first time claims**. This ensures that families are receiving the appropriate financial resources to assist in meeting their child's support needs.



*The Family Support Service helped me to make it a reality by supporting me to attend transition planning meetings and ensuring the right support was in place.*

**Mum, Edinburgh**

*We made it! My child is going to stay in his nursery for another year! Thank you very much for your help and support in the appeal process!*

# Services

## One mum's experience as a Parent Contact Volunteer:

*"Since the training in October, I have met with a couple expecting a baby with Down's syndrome. They came to our house one afternoon with their young children. They said how reassured they were to see that normal family life had continued for us."*

*"I've also met up with a new mum and her wee baby for coffee and a chat. I know she has appreciated being able to chat to someone who understands what she's going through and who can relate to her anxieties. Being a Parent Contact Volunteer is all about empathy not sympathy, about listening and not judging, and about reaching out to support families who want to hear from someone who's already ticked that box."*

Parent Contact Volunteer, Perth

## Family who benefited from our Parent Contact Service:

*"Just talking to another parent helped me think through choices about what secondary school would be best for my son and about my fears and hopes."*



© Graham Miller

## Our Action: Providing information through telephone, written and electronic communication.

The nature of parental enquires varies greatly, from parents contacting us during pregnancy regarding screening results to parents of newborn 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 developmental milestones such as feeding, weaning, learning to walk and toilet training to mention a few. Nursery and school education particularly around transition periods are also often the source of many enquires. Medical issues cross all ages and typical enquiries are around sleep disturbance, tonsils, adenoids, sleep apnoea, heart surgery, thyroid, diet, weight and exercise for children and adults. Dementia is increasing as an issue that we offer information and support around. An increasing number of families approach us about transition to adulthood, community care issues, moving their son or daughter into their own home, guardianship, power of attorney, wills and trusts.



When we can, we will give the information immediately but sometimes we need to research other information or resources that we will then forward onto the parent/carer.

## Our Impact:

- We have dealt with **651 enquiries from families**, which includes a small number of sibling enquires.

*"I contacted Down's Syndrome Scotland and received information very quickly including local contact details."*

Parent



**Our Aim:** The public and professionals' attitudes to Down's syndrome will be more positive and inclusive.

**Our Action:** Providing training to professionals

We have continued to utilise the skills of our adult trainers with Down's syndrome in delivering training where appropriate. Training topics included delivering Myth Buster sessions, Down's syndrome awareness and breaking the news for medical staff.



We have continued to represent the interests of people with Down's syndrome through responding formally to government consultations and being involved in stakeholder events both as an individual organisation and also through our joint work with other organisations such as For Scotland's Disabled Children, Scottish Consortium for Learning Disabilities and Learning Disability Alliance Scotland.

Enquiries from professionals cover all ages and stages. However, the majority continue to come from education and nursery staff on inclusion, friendships, the specific learning profile of children with Down's syndrome and behaviour management.

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/information.

**Our Impact:**

This year we have:

- Responded to **455 enquiries from professionals**
- Provided **21 training sessions to professionals** including education staff, play workers, support staff and health service staff.
- Provided **1 lecture to medical and nursing students** on 'Breaking the News and Down's syndrome Awareness'
- Provided **21 formal consultation visits** to schools.

Formal training evaluations are completed by all participants

- **98% stated that the training was very useful and had increased their knowledge**
- **96% stated that they would alter their practice as a result of the training or had identified a strategy to implement.**

Medical students in Dundee who received breaking the news training found it helpful.

*"Very useful as it addressed much of the stigma associated with the condition. Interesting to have someone tell us about the patients' perspective rather than only the clinical side."*

*"Extremely important training. Should have been addressed earlier - the fact that people with disabilities are still people and can have a good quality of life. We, as future medical professionals, should be encouraged to think, question and challenge current practice rather than blindly following suit."*  
Medical Students, Dundee



# Services

**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.

**Our Action:** Our project held courses for adults 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. It is led 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 held two courses for young people and adults with Down's syndrome – Being Confident & Speaking Up and Taking Part in Meetings. The courses involved fun activities, role playing, quizzes, practicing speaking up scenarios, group and poster work, which helped individuals explore what they are good at and built their confidence and self esteem.



Each participant who took part in one of our courses was encouraged to take on a personal challenge. We encouraged participants to choose something that was new to them or that stretched them and their current capabilities. Many of the challenges increased independence and confidence.

The Big Plan programme was introduced to the Making Your Way through Life project. The Big Plan gives young people and adults with Down's syndrome the opportunity to think about what they want in their lives and with the help of their families or teams, put together action steps to work toward a person-centred plan for their life. Two Big Plan projects were held this year in Edinburgh and Glasgow.

The Making Your Way through Life Project employed five sessional trainers with Down's syndrome. The trainers delivered the courses and improved their training skills. Some of the trainers took part in a Big Plan and will go on to be more involved in recruiting families for the Big Plan and delivering the sessions.

## Our Impact:

**13 people attended the Taking Part in Meetings and Being Confident & Speaking Up courses.**

**14 families took part in the Big Plan.**





### Jill's story:

*"I thought the whole course was brilliant because I learned a lot about speaking up. I enjoyed the challenge. I did my talk using the microphone. It was scary but good. I liked getting to know new people. Andrew was a good trainer. I think his job is inspiring. I hope there will be other courses like this."*

Participated in the Being Confident and Speaking Up course in Glasgow.

Those in the Edinburgh Big Plan achieved the following action steps:

- Researched independent living
- Learned to cook
- Attended a football match
- Visited the golf range regularly
- Flew to London to see Billy Elliot
- Took part in a fashion show
- Got a voluntary job
- Left college
- Distributed collecting cans and raised money for DS Scotland
- Completed a job application
- Joined a photography course
- Helped backstage at local production of Les Miserables



### Feedback from Big Plan attendees:

*"Good to learn new things. I like the group and people. It helped me start looking for a flat."*

*"I was able to tell people what I would like to do."*



### Feedback from Big Plan families:

*"Stephen has thoroughly enjoyed The Big Plan. It has made us stop and think about the big picture - Stephen's future, and the small steps we can take to help him through the next few years of transition."*

*"Focussed quality conversations - all about Kristy's hopes and dreams."*

*"This has been fantastic for Aiden. It has helped Aiden make goals for the future that will be achievable for him."*

### Our Action: Pilot a group to develop better communication skills in children with Down's syndrome

The Achieving Better Communications (ABC) Groups in Edinburgh provide piloted communication sessions to children and their parents/carers once a week. Children receive support on and developed their skills in: word/picture matching, turn taking, peer interaction, speech development and sentence structuring. Parents receive: practical hints and tips, oral exercises and information on how to best help support the child's developing speech and language. We are in talks with the Speech and Language Therapy department of Queen Margaret University to organise a formal evaluation of the ABC Groups pilot.

### Our Impact:

**27 children from ages 12 months – 16 years attend.**

**Families from Edinburgh, the Lothians and Fife attend** and there is currently a waiting list for those keen to join.



© Daily Record

# Services

**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.

**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:

Our Ayrshire Branch held monthly meetings where families of different backgrounds and circumstances exchanged information and support as well as discussed items that affect them on a national, local and sometimes personal basis.

Many Ayrshire Branch members also attended a drama group for people with Down's syndrome. Outings were planned throughout the year. The Ayrshire Branch members visited Whitaugh Park and enjoyed several outdoor activities. Branch members also travelled to the Museum of Transport and to the Whitlees Wind Farm.



## Central:

Our Central Branch ran a fortnightly Activities Club for all ages where children and adults with Down's syndrome and their carers met and took part in various activities like silk painting, jewellery making, pool, board games and toys. Individual music sessions were also provided by a music teacher. Ten families regularly attended.



Central Branch also organised several events throughout the year for its members where 30-50 people attended. The branch events included: ten pin bowling, soft play, safari park trip, St Andrew's night dinner for parents and a Christmas party. 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, exchange information and to support each other.

Central Branch also created a new Parent and Baby Group that meets fortnightly. Five families attend.

## Edinburgh and Lothians:

Our Edinburgh and Lothians Branch ran two established groups and two new groups this year for people with Down's syndrome and their families.

The branch's established clubs are The Parent, Baby and Toddler Group and the Boogie Bunch. The Parent, Baby and Toddler Club provided support and understanding at what can be a difficult time for new parents. The

group offered parents a chance to meet friends, gather information and have a chat and a coffee whilst the children play with toys. A physiotherapist from the Royal Hospital for Sick Children in Edinburgh attended the group and provided services. Ten families attended the club on a regular basis.

The Boogie Bunch is attended by adult members with Down's syndrome aged 16 and older. It's a dance club and many adults have attended the group for years building strong friendships. Members bring their favourite CDs and enjoyed their fortnightly club dancing and chatting.

The branch's new groups are a gymnastics group and a Drama Group. The DSSports Gymnastics group, part of the national DSSports initiative, offered a 10 week taster

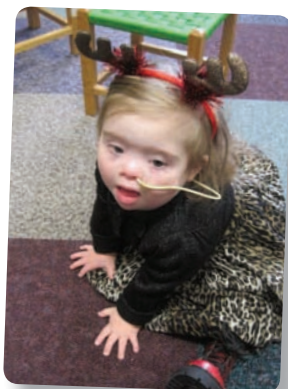




course for children aged three to ten years old. There were 15 children who attended the group.

The Drama Group also began with a six session taster session for children aged five to twelve. Seven children attended and due to the feedback from the instructor and children, the branch hopes to run the group in autumn.

The branch also organised one off events throughout the year. Branch members participated in a bowling night attended by 22 members, a canal boat trip attended by 12 people, a pantomime attended by 50 people and Christmas party attended by 18 families.



### Grampian:

Our Grampian Branch continued to provide its two established groups and introduced a new group. The 5's and Under Group was attended by 6-10 families every month. It has been running for 3 ½ years. Family members discussed issues and enjoyed seeing their child interact with others.

The branch's monthly Bowling Night has run for over 10 years and provides fun nights out for people aged nine to adult. A new recurring event, Pool Night, became popular with 15 people playing once a month.

The branch also held events throughout the year: a disco attended by over 100 people, a cheese and wine evening to celebrate World Down's Syndrome Day and a Children's Christmas Party.

### Tayside and Northeast Fife:

Our Tayside and Northeast Fife Branch continued to provide its popular monthly Swing n Sing music session. This group enabled parents to meet one another and to talk through experiences and issues while children develop coordination and social skills. At least 12 children as well as their siblings attended each month.

Two new groups were also introduced – African Drumming and the Under 5's Group. The Under 5's Group met once a month to provide support and encouragement to parents while their children socialised with play, song and sign. The African Drumming group provided an opportunity for older members aged 12 years and up to enjoy music and understanding rhythms.



The branch also offered several trips for members: the climbing wall, ten pin bowling, Deep Sea World, a pantomime and a Christmas party. DSSports, a national sports initiative, and Tennis Scotland piloted DSSports Tennis in Perth for children aged 5 to 16.

### West of Scotland:

Our West of Scotland branch provided activities, which gave individuals with Down's syndrome and their families an opportunity to form friendships and expand their social networks.

In the monthly Family and Toddlers Group, Jo Jingles played sensory games involving music and movement for children with Down's syndrome. Monthly drama classes for adults and teenagers ran for the second year with great success. Drama class participants saw an increase in confidence throughout the year as they have worked with the volunteers, support workers and drama artist on improvisations, movement and mime. The adults were particularly keen to get involved in performance, which the branch hopes to develop next year.

# Services

The West of Scotland Branch's DSSports Swimming group, which is part of the national DSSports initiative, is a very successful group of adults with Down's syndrome. The team participated in the Reading British Swimming Championships and the Down's Syndrome Swimming Federation European Open competition. The team **earned a total of 78 medals and the National Shield** for their teamwork and skills at both competitions.

DSSports continues to work in partnership with the Celtic Foundation who deliver our weekly DSSports Football and Dance classes in Glasgow.

*"The drama group has done wonders for my daughter's confidence."*  
Ayrshire Branch parent



**Our Impact:**  
**20 families attend the Ayrshire Branch meetings.**

**30 members attended Central Branch's ten pin bowling night.**

*"I really appreciate the support given at the Activities Club."*

Central Branch parent

*"The baby and toddler group was so friendly I felt very welcome and am glad I took the step of going along and meeting other parents, until then I felt very alone as I hadn't met anyone else who has a baby with Down's syndrome."*

Edinburgh and Lothians Branch parent



*"My child loves the music and gets great enjoyment out the session, which also aids movement of feet to march and wiggle to instruction."*

Tayside and Northeast Fife parent

*"I like being the co-director and narrator. I just love drama."*

Adult who attended the West of Scotland Branch's Drama Group



# Information and Awareness

**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.

**Our Action:** Providing information through written and electronic communication



Our communications, publicity and awareness raising is overseen by our Communications and Fundraising Officer Heather Irish. A Fundraising Manager will join her in late spring to increase funds and awareness. Our Library Assistant Margaret McGregor maintains our library.

## Magazine

Our bi-annual magazine is in its second year of print and is delivered to our members every spring and autumn. Articles focused on: news, lifestyle, family, health, research, fundraising, events, opinion and are written by members, supporters, medical specialists and researchers.

## Web site

Since our new web site was launched in 2009, we have made constant updates and additions to our web pages to

make it user-friendly, accessible and informative. This year, we added a Twitter widget to our home page. This allows viewers to receive the most updated information from our organisation. This included information on: events, activities, press statements, news reports and policies. We also added a link to our web site, which allows users to search and request resources in our library. Next year, we hope to add a widget that searches for respite care throughout Scotland.

We conducted a web site survey to analyse the quality of information on our web site as well as the assessability. The survey results will be evaluated in the summer.

## E-bulletin

We have continued producing our e-bulletin at least once a month with special e-bulletins announcing timely information or events such as our Do a Dish for Down's Syndrome fundraising and awareness campaign and 30th anniversary events.

The e-bulletin allows us to communicate efficiently and effectively with our subscribers by providing them with the latest news, events, activities and policy updates throughout Scotland. Each e-bulletin item provided a teaser with a link to our web site that provided more information. This ensures that our web site receives continued visitors. We 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 maintained our presence on social media sites - Twitter and Facebook. Although our target audiences for Twitter are related organisations and professionals and for Facebook parents and family members of people with Down's syndrome, we are beginning to see and welcome some cross over.

Our social media profiles have been raised among families with our monthly Facebook and Twitter Lunch Hour. This allows families to send an instant query to our Family Support Service who will respond straight away with either the information or a follow-up. This provides a quick alternative way for family, carers and professionals to ask a question to our Family Support Service Team and means they can do this in their lunch hour at work. Some topics have been: behaviour, toilet training, fundraising and speech and language development.

## Library

Our library resources are full of information for individuals with Down's syndrome and for their parents/carers and professionals. We have publicised our library services, which is free to members, on our e-bulletins and magazine. Our library users are encouraged to write reviews of our resources, which will then be included in our magazine. Our Family Support Team promotes the library services to parents and professionals that they meet.

## Our Impact:

Two international Down's syndrome organisations in Canada and Brazil have used and cited our web site's information on Down's syndrome in their new web sites. Our web site received **traffic from 135 countries**. Our web site received **18,326 new visitors**.

*"The website is well laid out and easy to use and I found information to help me understand my son."*  
parent on our web site

# Information and Awareness

We received **261 new e-bulletin subscribers** this year. Our e-bulletin service provider chose us as a case study to publicise the positive effects of e-mail marketing. This increased our profile to professionals in the UK with our case study being viewed on the home page of the company's UK web site.

Throughout the year, we had a total of **115 Facebook queries, 143 Facebook likes** and **15 tweets** during our **Facebook and Twitter Hour**.

*"The Facebook page is great. I'm able to see photos and see chats with other parents. I also found a few useful tips on toilet training."*  
Parent and Facebook follower



**Our aim:** The public and professionals' attitudes to Down's syndrome will be more positive and inclusive.

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

## Awareness through events

Our biggest events this year were our Annual Conference in November, our annual Do a Dish for Down's Syndrome fundraising and awareness campaign held in March and our 30 Courses in 30 Days Golf Challenge in March and April to celebrate our 30th anniversary year. Our adult members with Down's syndrome attended our conference and AGM and enjoyed music and employment workshops. Keith Watson, one of our adult members with Down's syndrome presented a speech on his plans for the future at the opening of our conference.

Our Do a Dish for Down's syndrome fundraising and awareness campaign ran throughout March, which included Down's Syndrome Awareness Week and World Down's Syndrome Day. The focus of this campaign surrounded inclusion and the way in which sharing food brings families and communities together. We recruited hairdressing salons to get involved in our Do a Dish campaign by posting our 9 Facts about Down's Syndrome sheet on their mirrors and raising funds by offering cakes to clients for a donation. We hope to recruit more hairdressers each year as this is a great way to raise awareness of Down's syndrome among women.

## Our awareness activities included

- **Do a Dish events** such as coffee mornings, bake sales and potlucks held at schools, workplaces, hairdressers and businesses.
- **Facebook and Twitter Lunch Hour session** held on World Down's Syndrome Day
- **20 Awareness packs** sent to members to post at their place of work and at their child's school
- 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 Alex Salmond, Sarah Brown, Stephen Fry and Nicola Sturgeon. MSP Joan McAlpine retweeted our fact to her 4,000 followers.



- Grampian Branch held a **wine and cheese evening** for parents on World Down's Syndrome Day
- Features in **two local newspapers** and **one national newspaper**



### Awareness through businesses

We have been chosen as charity of the year for three businesses: Aegon in Edinburgh, City Park Technologies in Glasgow and Sainsbury's in Irvine. Each company informed their employees about Down's syndrome and the services we provide. The businesses have also held fundraisers to raise awareness and funds for the charity and will continue to do so throughout 2012.



### 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 pitch in-depth feature stories to journalists about people with Down's syndrome and their family, which we hope will increase the awareness of Down's syndrome in the general public. We 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 and creates a more understanding environment in which people with Down's syndrome can realise their potential.



During our first 30th anniversary event, we promoted awareness of Down's syndrome to the general public in a variety of ways. We had 25 golf participants signed up to play and raise money for our 30 Courses in 30 Days Golf Challenge. We received pre-event publicity on the Golf Today and Shivas Irons Society web sites and in the Daily Mail. The Shivas Irons Society, an American golf organisation, also raised money in North America in support of the challenge.

**95 delegates attended our conference.**

*"My first conference  
- very impressed, very helpful  
relating to work."*  
Professional conference delegate



© Graham Miller

# Information and Awareness

After decorating our office windows for Down's Syndrome Awareness Week, two people came into the office to make donations

27 organisations participated in Do a Dish for Down's Syndrome.

*"The girls baked and sold items the whole week! They had posters on display as well."*  
Parent member on her hairdresser's involvement in Do a Dish.



Our organisation received 22 mentions in the US, UK and Scottish media.

- We received 3 two-page feature articles in the Daily Record, the Edinburgh Evening News and the Scotsman.
- One six-page spread in the Herald Magazine.
- One editorial commendation in the Daily Record for our creative fundraising.

We received two broadcast interviews and one radio interview.



*"I had some terrific feedback on the programme that went out last night. I spent the whole day responding to e-mails - all positive! I deeply hope that it has changed a lot of people's attitudes and pre-conceived ideas. Judging from the responses, I think it may have."*  
Director of BBC Alba's Ups and Downs programme with whom we worked alongside





# Thank You!

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

- Alan Picken and Ellie Stewart
- Alexander Moncur Trust
- Alison and Mark Williamson
- Christine Williamson
- Billy and Cindy Bremner
- Childrens Aid Committee
- Chris Marriot, Dave Sparling, Dave Lohoar, Gary Honeyman, Scott Hardie, Calum Martin, John Markie
- Claire Trundle, Jimmy Preston and Emma's Barmy Army
- Craig and Louise Doherty
- Danielle Keys
- Danny Letford
- Douglas Macintyre and Katy Lironi
- DSSports Swimming Big Fun Run Team
- Dyke, Ruscoe and Hayes
- Elaine Sandhu and the Captain Chaos Team

- Fiona Finnell
- Gillespie McAndrew
- Graeme Ewan
- Greg Swinley
- Hamilton Gymnastics
- I F Harvey's Charitable Trust
- INEOS Manufacturing Scotland Ltd.
- Kim Stewart
- Kirsty Telfer
- Lea Rigg Pub
- Lloyds TSB Foundation for Scotland
- Mairi Wilson
- Michael and Anne Wheatley
- Michelle Liston, Isla Reid, Laura Young, Tracey Thomson and Judith Alcock
- Miss B W Muirhead's Charitable Trust
- Miss Caroline Jane Spence's Fund
- Miss I F Harvey's Charitable Trust
- Moira McIntosh, Sarah Gaffney and Kate Gordon
- Nancie Massey Charitable Trust
- Nicola Bollard
- Nicola McInnes and the RBS Happy
- Hikers Team
- Northwood Charitable Trust
- PF Charitable Trust
- Red Spider Technology
- Safestore Self Storage
- Sharon Morton
- Skills Development Scotland
- Souter Charitable Trust
- St James Place Foundation
- The Albert Hunt Trust
- The Big Lottery Fund
- The Enzo Londei Trust
- The Erskine Cunningham Hill Trust
- The Graham Trust
- The Hospital Saturday Fund
- The Hugh Fraser Foundation
- The Robertson Trust
- The Stafford Trust
- The Susan H Guy's Charitable Trust
- The William S Philips' Fund
- Widowers' Children's Home Trust
- Wood Family Trust
- W M Sword Charitable Trust
- W M Mann Foundation

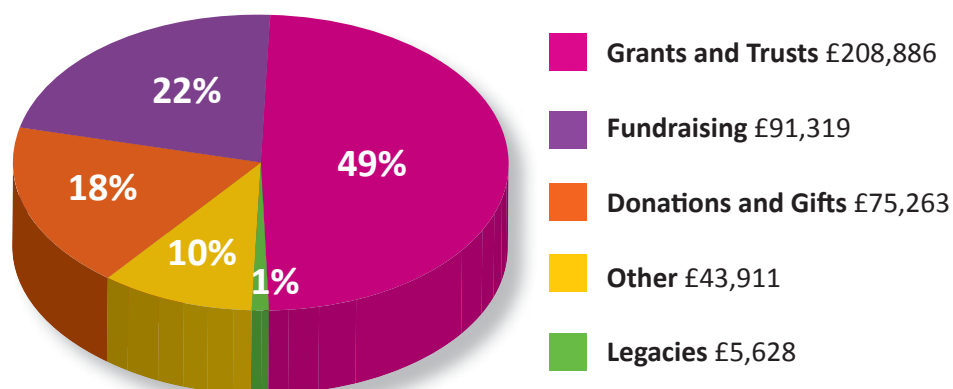


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# Finance

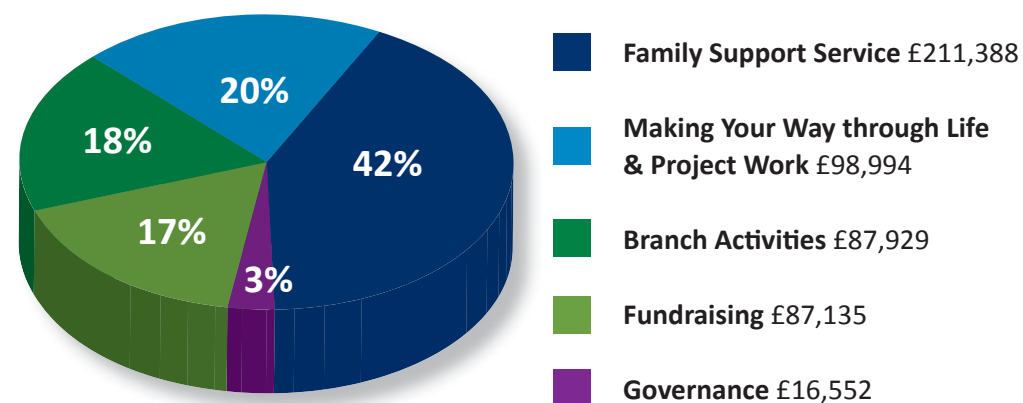
## How we raised our funds:

Total Income 2011-12 (£425,007)



## How we spent our funds:

Total Expenditure 2011-12 (£501,998)





Down's Syndrome Scotland's Finance department is overseen by our Finance Manager Sarah Gunn and supported by Kevin Cummings our Administrator.

### Income

During the year to 31 March 2012, total income was consistent with 2010/11. Currently 79% of the charity's income arises through Voluntary Donations, Trust Funding and Fundraising Activities. The charity relies heavily on these income streams and during the year a concerted effort was made to apply to more charitable trusts for funding – 570 letters and applications were sent out with funding received from 23. As a result income from Trusts rose by 49% and although we had hoped to receive more funding, efforts will continue to be made to raise income from Charitable Trusts during 2012/13.

Income from organised activities fell from 2010/11 by 26%. Previously included in this figure was income from the Ups and Down's Theatre Group in Motherwell (£42,782 - 2010/11). This theatre group set up as an independent charity during 2011/12 and therefore no income has been included this year in the Down's Syndrome Scotland figures. Taking account of this change, other income from organised activities in 2011/12 gave a 12% increase on 2010/11.

The ratio of unrestricted to restricted income has changed from previous years, 50:50 compared to 59:41 in 2011. This has arisen because a large proportion of the income raised from Trusts (see above) is restricted.

### 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 19%. Most of this (9%) is as a direct result of transferring the funds to the new Ups and Downs Theatre Group Charity (see above). Other increases relate to support costs (additional IT support and licences with the appointment of a Family Support Officer employed from home) and an increase in fundraising costs – to finance the costs of the applications to Charitable Trusts. The increase in funds raised compared to an increase in fundraising costs was in line with sector levels of 3:1.

### 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. Our policy is that reserves of the equivalent of 12 months average unrestricted expenditure (not including 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 less than 6 months: as at 31 March 2012 the balance on the General Reserve Fund

(not designated or invested in fixed assets) was £94,940 as against the required holding under this policy of £201,859.

### Restricted Funds

These funds are tied to a particular purpose, as specified by the donor. At 31 March 2012, unspent restricted funds were £55,354 (2010: £112,491)

### 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 2012 to manage any foreseeable further downturn in the UK and global economy.

# Finance



## Statement of Financial Activities

Including Income and Expenditure Account  
for the year ended 31 March 2012

### Incoming Resources

#### *Incoming Resources from Generated Funds*

##### *Voluntary Income*

Notes	Un-Restricted £	Restricted £	2012 £	2011 £
Donations and Gifts	54,424	6,067	60,491	79,264
Grants and Trusts	24,400	184,486	208,886	139,915
Legacies	5,628	-	5,628	30,000
Membership Subscriptions	9,254	-	9,254	8,094
Give As You Earn donations	14,772	-	14,772	16,746

#### *Activities for Generating Funds*

Organised Events	75,287	16,032	91,319	124,583
Branch Activities	755	6,025	6,780	4,695
Conferences and Literature	8,773	-	8,773	10,941
Other Income	18,787	-	18,787	13,834

#### *Investment Income*

Bank Interest Received	302	15	317	451
	<b>212,382</b>	<b>212,625</b>	<b>425,007</b>	<b>428,523</b>

### Resources Expended

Cost of Generating Funds	3	84,248	2,887	87,135	61,087
Charitable Activities	3	131,435	228,820	360,255	336,725
Governance Costs	3	16,552	-	16,552	23,293
Funds Transferred to New Charity	3	-	38,056	38,056	-
		<b>232,235</b>	<b>269,763</b>	<b>501,998</b>	<b>421,105</b>

### Net Incoming/(Outgoing) Resources

Fund Balances brought forward at 1 April 2011		(19,853)	(57,138)	(76,991)	7,418
<b>Fund Balances carried forward at 31 March 2012</b>		<b>277,977</b>	<b>112,491</b>	<b>390,468</b>	<b>383,050</b>
		<b>258,124</b>	<b>55,353</b>	<b>313,477</b>	<b>390,468</b>

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 2012

	Notes	£	2012 £	2011 £
<b>Fixed assets</b>				
Tangible assets	6		<u>80,950</u>	<u>81,105</u>
<b>Current Assets</b>				
Debtors	7	43,487		44,162
Cash at bank and in hand		<u>211,826</u>		<u>282,626</u>
		255,313		326,788
<b>Creditors: amounts falling due within one year</b>	8	<u>(22,786)</u>		<u>(17,425)</u>
<b>Net Current Assets</b>			<u>232,527</u>	<u>309,363</u>
<b>Net Assets</b>			<u>313,477</u>	<u>390,468</u>
<b>Funds</b>				
Restricted Funds	9		55,353	112,491
Designated Funds	10		107,383	122,027
Unrestricted Funds	10		<u>150,741</u>	<u>155,950</u>
			<u>313,477</u>	<u>390,468</u>

The accounts on pages 17 to 25 were approved and authorised for issue by the Board of Directors on behalf of the Trustees on 10th September 2012 and are signed on their behalf.



Ian Fraser, Chair



Suzanne Cunningham, Vice-Chair

Company Registration Number: SC356717



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## Notes to the Accounts

For the year ending 31 March 2012

### 1. Accounting policies

#### 1.1 Basis of preparation of accounts

The Financial Statements 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 (as amended).

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 Trustees 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.

#### 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
<b>Heritable property</b>	2.5	straight line
<b>Office equipment</b>	25	straight line
<b>Fixtures &amp; Fittings</b>	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 cost 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 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.

The Charity is also a member of the Scottish Voluntary Sector Pension Scheme (the Scheme), which is a multi-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.

## 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.

## 3. Analysis of Total Resources Expended

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	2012 Total £	2011 Total £
<b>Cost of Generating Funds</b>	23,337	42,865	20,933	87,135	62,232
<b>Charitable Activities costs in furtherance of the charity's objectives:</b>					
Family Support Services & Information Service	99,410	7,315	104,663	211,388	181,105
Training Development	60,283	7,796	30,915	98,994	90,682
Branch Activities	-	49,873	-	49,873	72,710
	159,693	64,984	135,578	360,255	344,497
<b>Governance</b>	5,998	6,045	4,509	16,552	14,376
<b>Funds Transferred to New Charity</b>	-	38,056	-	38,056	-
	189,028	151,950	161,020	501,998	421,105

### Detail of Charitable Support Costs

	2012 £	2011 £
Insurance and Rates	4,508	4,641
Repairs/Maintenance	2,241	1,101
Utilities & Cleaning	3,201	2,535
ICT Software, Licences & Support	10,943	8,661
Depreciation	4,855	9,705
Telephone & Postage	7,314	6,420
Resources/Printing/Publications	11,736	6,328
Stationery/Photocopying	3,864	6,398
Events/Venue Hire	13,198	12,456
Professional Fees	14,508	11,672
Sundry expenses	896	1,404
Storage costs	1,820	1,820
Finance and Admin staff costs	81,936	73,752
	161,020	146,893

Support Costs allocated to Core Activities on staff time basis.



## Notes to the Accounts

For the year ending 31 March 2012 cont'd

### 4. Staff Costs

	2012 £	2011 £
Wages and Salaries	213,377	182,420
Social Security Costs	17,538	17,094
Pension Costs	13,411	9,584
No employee earned £60,000 or more.	244,326	209,098

#### The average number of employees, analysed by function was:

	2012	2011
Direct charitable function	3.8	3.4
Fundraising, management and administration	3.6	3.6
	7.4	7

During the year, a total of £786 (2011 - £102) was paid to 2 (2011 - 3) Directors in respect of reimbursement of travel and subsistence expenses. None of these Directors received any remuneration during the period.

### 5. Governance Costs

	2012 £	2011 £
Independent Examination Fee	3,000	-
Audit Fee	-	3,901
Legal & Professional Fees	1,124	-
Director's Expenses	786	102
Meeting Costs	1,134	1,535
National Office Staff Costs	10,508	8,838
	16,552	14,376

### 6. Fixed Assets

#### Cost

Cost Bfwd at 1 April 2011

Additions

Disposals

At 31 March 2012

#### Depreciation

Depreciation bfwd at 1 April 2011

Charge for the year

Disposals

At 31 March 2012

**Net Book Value at 31 March 2012**

**Net Book Value at 31 March 2011**

Heritable Property £	Fixtures & Fittings £	Office Equipment £	2012 Total £
80,000	20,162	73,351	173,513
-	-	4,700	4,700
-	-	(5,466)	(5,466)
80,000	20,162	72,585	172,747
4,000	18,133	70,275	92,408
2,000	571	2,284	4,855
-	-	(5,466)	(5,466)
6,000	18,704	67,093	91,797
74,000	1,458	5,492	80,950
76,000	2,029	3,076	81,105

### 7. Debtors

	2012 £	2011 £
Other Debtors	37,824	40,662
Prepayments	5,663	3,500
	43,487	44,162

### 8. Creditors: Amounts falling due within one year

	2012 £	2011 £
Other Creditors	18,790	6,043
Accruals	3,996	11,382
	22,786	17,425

#### Financial Commitments

Expiry date:

Between one and five years

At 31 March 2012 the charity had annual commitments under a non-cancellable operating equipment lease listed above.

2012 £	2011 £
3,350	3,350
3,350	3,350

## 9. Restricted Funds

Making Your Way Project ( <i>Big Lottery Fund</i> )	14,716	60,295	(68,163)	6,848
Family Support Services	14,500	73,217	(71,717)	16,000
West of Scotland Toddler Group	292	-	-	292
Library	-	2,000	(2,000)	-
Fixed Assets reserve	27,175	-	(2,026)	25,149
Information Resources ( <i>Scottish Gov</i> )	-	40,275	(40,275)	-
Committee rep adults with Down's syndrome	4,000	-	(4,000)	-
ABC Service - run by DS Scotland	-	17,748	(16,790)	958
Parent Contact Support Service	8,250	-	(2,601)	5,649

### Branch restricted funds

Lothian - ABC Groups	457	-	-	457
Ups and Down's - Theatre Group	43,101	19,090	(62,191)	-
	43,558	19,090	(62,191)	457

### Total Restricted Funds

Balance at 01/04/2011 £	Incoming £	Outgoing £	Balance at 31/03/12 £
14,716	60,295	(68,163)	6,848
14,500	73,217	(71,717)	16,000
292	-	-	292
-	2,000	(2,000)	-
27,175	-	(2,026)	25,149
-	40,275	(40,275)	-
4,000	-	(4,000)	-
-	17,748	(16,790)	958
8,250	-	(2,601)	5,649
68,933	193,535	(207,572)	54,896
457	-	-	457
43,101	19,090	(62,191)	-
43,558	19,090	(62,191)	457
112,491	212,625	(269,763)	55,353

### 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 five years commencing July 2009.

### Family Support Services

This relates to the funding received from a number of Charitable Trusts (including St James' Place, The Robertson Trust, The PF Trust, The Henry Duncan Award, The Widowers' Childrens Home Trust and more) for contributions towards the costs of the Family Support Service. The total includes £16,000 committed to, by funders for the years 2012-2014, but not yet received by the charity.

### 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.

## Information Resources

This relates to funding received from the Scottish Government for contributions towards the costs of reviewing and implementing the information service in all of its aspects.

### Adults with Down's syndrome

This relates to funding received from a number of sources to carry out a factfinding exercise on how adults with Down's syndrome would be able to contribute to the policy making of the Charity. Where this funding was donated for the restricted activity, permission has been sought from the original funders to put these funds toward the Family Support Service's work with adults with Down's syndrome.

### ABC Group run by Down's Syndrome Scotland

This relates to the Achieving Better Communications Group, managed by the National Office in Edinburgh.

### Parent Contact Support Service

This is funding received in 2010/11 to cover training, development and support of the volunteer parent contacts.

### Branch Restricted Funds

These related to funds received at the branches restricted to a certain activity. During the period The Ups and Downs Drama Group became an independent charity and funds of £38,056 were transferred.

## Notes to the Accounts

For the year ending 31 March 2012 cont'd

### 10. Unrestricted Funds

	Balance at 01/04/2011 £	Movement in incoming £	Resources Outgoing £	Balance at 31/03/2012 £
General Reserves (unrestricted)	155,950	196,650	(201,859)	150,741
Designated Fund Capital Renewal	25,000	-	-	25,000
Designated Fund - Branch Caravan fund	4,229	2,750	(4,982)	1,997
Designated Branch Reserves (unrestricted)	92,798	12,982	(25,394)	80,386
<b>Total Unrestricted Funds</b>	<b>277,977</b>	<b>212,382</b>	<b>(232,235)</b>	<b>258,124</b>

#### Designated Fund - Capital Renewal

This fund represents funds designated by the Directors to help defray the impact of future expenditure on capital items.

#### 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	25,149	29,748	54,897
Branch Restricted Funds	-	457	457
Unrestricted General Funds	55,801	94,940	150,741
Designated - Unrestricted Branch Funds	-	80,386	80,386
Designated - Other Funds	-	26,997	26,997
	<b>80,950</b>	<b>232,527</b>	<b>313,477</b>

### 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 £6,090 (2011: £2,552).

#### 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**
<b>Rate of pension increases:</b>	
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 30th September 2010 revealed that the estimated past service funding level has increased to 81 per cent, and the shortfall of assets compared with the value of liabilities has fall 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.

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. Payments for the year to 31 March 2012 were £7,321

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 30 September 2011 estimated employer debt for Down's Syndrome Scotland was £159,430.



# 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



© Alexa Taylor-Watts

2

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

5

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



© Alexa Taylor-Watts

6

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

7

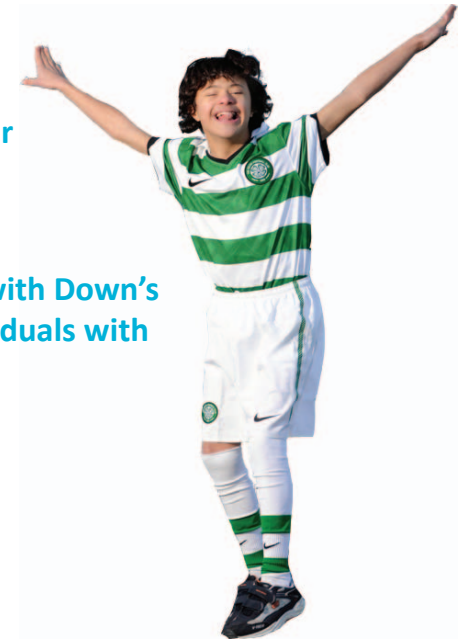
People with Down's syndrome look more like their family members than other people with Down's syndrome

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 talents, abilities and personalities



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## Down's Syndrome Scotland

helping people realise their potential

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