



Down's Syndrome Scotland
helping people realise their potential

Strategic Framework 2013 - 2016

Our Vision

Is that society fully accepts and includes people with Down's syndrome.

Our Mission

To support families and people with Down's syndrome to reach their full potential by providing a range of services, influencing public policy and by changing attitudes.

Our Values

Sensitive

Understanding

Professional

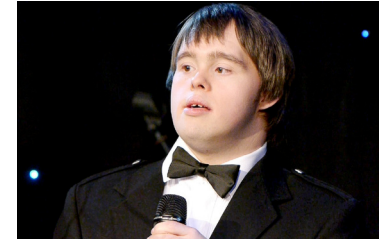
Pragmatic

Open

Respectful

Trustworthy

Our values apply to all of our staff, volunteers and members in all aspects of our work.



Context for the Framework

External

Established in 1982, Down's Syndrome Scotland is the only charity in Scotland whose work focuses solely on Down's syndrome and its implications. We have links with a number of other organisations in Scotland that are more widely focused such as the whole of learning disability and are a founding partner in the consortium that formed the Scottish Consortium for Learning Disability.

The difficult economic climate continues, with additional stresses for families such as welfare reform - the impact of which is still to become clear.

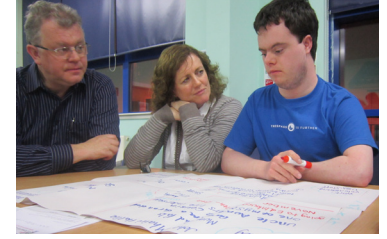
During the life of this framework, a referendum on whether Scotland should become independent of the rest of the UK will take place. We will continually review our position in light of the referendum.

We continue to see the impact of the variance of service development and delivery between geographic areas of Scotland, leading to the dreaded "post code lottery" for families striving to get the best possible services for their child.

As we implemented this framework, we await the Same As You review – a review of the Scottish Governments flagship policy for people with learning disabilities, after its first 10 years of implementation.

Internal

Over the last few years, the organisation has undergone a step change. For a small charity, we punch above our weight. We are reaching more families now than ever before – but we believe we could still reach more, especially if we were closer to them. In 2012 we celebrated our thirtieth birthday and were adopted by John Barrowman as his Scottish charity which has brought the support of his fans worldwide.



Strategic Themes

Overarching all aspects of our activity are the two strategic themes of **Striving for Excellence** and **Long Term Sustainability**.

We must ensure that in all aspects of our work - from services to families and individuals with Down's syndrome, to the governance of the charity - we endeavour to be the best we can be. We need to ensure that the emphasis of our work is informed by the experience of children and adults with Down's syndrome and their families. Our relationship with our specialist advisers needs new emphasis, thereby ensuring that our work is informed by best practice and up to date research.

Having already achieved Investors in People (IIP) status, during the life of this framework we will endeavour to ensure that we sustain it.

Like any charity with big aspirations, we need to increase our income, especially of unrestricted funds. Whilst grant income enables us to tackle specific areas of short-term project work, we need to fund our ongoing core activity, as well as the back office functions that ensure we comply with the requirements of legislation. In addition, we may feel that project work that proves to be valuable and meets an unmet need ought to become part of our core activity at the end of the project funding term.



Strategic Outcomes

1. 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.

We will do this by:

- 🌱 Providing information through telephone, written and electronic communication that effect people with Down's syndrome and their families
- 🌱 Responding to requests for case work support when necessary
- 🌱 Continuing to recruit, train and support Parent Contact Volunteers
- 🌱 Subject to funding, we will also:
 - Grow the Family Support Service by having more locally-based staff
 - Provide information/training/support directly to adults with Down's syndrome
 - Provide events for groups of parents
 - Support siblings
 - Provide information or workshops on specific issues as they arise



Strategic Outcomes

2. The public and professionals' attitudes to Down's syndrome will be more positive and inclusive.

We will do this by:

- 🧑‍🤝🧑 Representing the interests of people with Down's syndrome and their families to policy and decision makers
- 🧑‍🤝🧑 Promoting positive images of Down's syndrome to the general public, professionals and the community at large through a range of mediums
- 🧑‍🤝🧑 Providing training to professionals and commercial organisations
- 🧑‍🤝🧑 Campaigning on matters that affect people with Down's syndrome and their families



Strategic Outcomes

3. 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.

We will do this by:

- 🎨 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
- 🎨 Maintaining DSSports and where possible develop new sports or new geographic areas
- 🎨 Creating and promoting innovative programmes of service that further the development of individuals with Down's syndrome where funding allows
- 🎨 Continue to signpost children and adults with Down's syndrome and their families to local support services
- 🎨 Continue to raise awareness of health issues and inequalities for adults with Down's syndrome



Strategic Outcomes

4. Down's Syndrome Scotland will be fit for purpose, by being compliant with legislation, striving for continuous improvement and encompassing best practice.

We will do this by:

- 🌈 Ensuring compliance with the Statement of Recommended Practice and the requirements of the Office of the Scottish Charity Regulator
- 🌈 Developing and implementing local governance policies and procedures in conjunction with our branches
- 🌈 Increasing our fundraising activity in a unified way across all areas of the charity
- 🌈 Maintaining our IIP status
- 🌈 Continue to monitor and evaluate what we already do aiming for continuous improvement





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