

RESPECT FOR ALL

Specialist counselling for autistic people, learning disabled people and their family and carers.

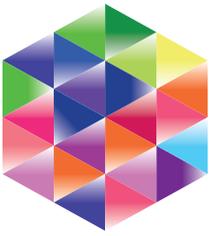


Annual Report

June 2019 - May 2020

Charity number 1129953

From 1.10.20 Respect for All, with the permission of the Charity Commission, operates as Respect for All CIO – Charity Number 1188851



Why our Specialist Service is needed

- 40% of learning disabled people experience mental health problems. Much higher than the general population.¹
- Learning disabled people demonstrate the full spectrum of mental health problems.²
- Shielding and social restrictions are significantly increasing social isolation and stress for some families with learning disabled members. It comes as much needed services and support has been reduced or withdrawn.³
- In Greater Manchester - 65,000 people have learning disabilities.⁴

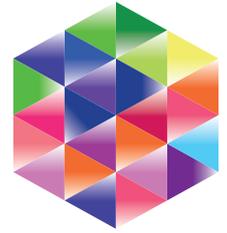
Quick Facts: Learning Disabled People

- Autism touches the lives of 2.8million UK people every single day.⁵
- At least 1 in 3 adults with autism are experiencing severe mental health difficulties due to a lack of support.⁶
- 9 out of 10 autistic people are worried about their mental health during lockdown.⁷
- 70% of adults with autism say they're not getting the help they need from social services.
- 70% of adults with autism said that with more support, they'd feel less isolated.⁸

Quick Facts: Autistic People

During the pandemic “changes in routines and care can be particularly stressful for autistic people and learning-disabled people, and the measures that have been put in place during the outbreak will bring additional challenges”⁹

What makes our counselling service special



Respect for All's unique service is built on the care it takes to select counsellors, who have personal experience of autism or learning disabilities, as well as counselling training and experience.

Our counsellors have a very wide range of skills and experiences, and meet on a regular basis to share and learn from each other.

In addition, RfA supports student counsellors to develop specialist skills, with a number going on to work for us after they qualify.

RfA works across the full age range, from young people in school to adults. When funding allows, the service also works with family members, partners and carers.

Through this highly personal service, we always aim to match each client to a counsellor with the relevant skills and experience to meet their specific needs.

Our Values



RESPECT FOR ALL

We work with respect for our clients, their families and our team

CLIENTS FIRST AND FOREMOST

Our clients' needs are what drives everybody at RfA and has sustained the organisation for the past 18 years

PASSIONATE ABOUT EXCELLENCE

We build on our reputation for excellent specialist services, continually developing service quality and client outcomes

OPEN

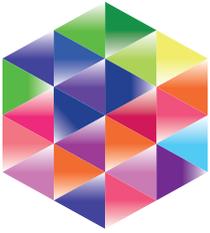
We work together openly and transparently

CARING

We care for our clients, team and co-workers, supporting each other in our shared endeavour

RESILIENT

We are proactive in sustaining our work for the future



How Our Service is funded

The charity aims to provide a service across all 10 boroughs of Greater Manchester.

Currently each borough decides upon its own priorities for NHS spending on counselling services, so some CCGs may not recognise the importance of a specialist service for learning-disabled people, autistic people and their families and carers.

This means that the process of getting funding from the NHS to receive our service varies greatly across the conurbation.

Stockport CCG, and more recently Manchester CCG have set up clear funding routes for GPs to refer to RfA.

Rochdale has provided a small grant for many years allowing us to allocate support to people from this area.

Elsewhere, the process can be long-winded and full of pit-falls. We and other organisations such as the Greater Manchester Autism Consortium are working to improve the service available via the NHS.

RfA raises charitable funds and dedicates any surplus to providing counselling to those in most need, and where the NHS does not offer timely or adequate support.

In June 2020 we received pandemic-related funding to give telephone and online support across Greater Manchester.

Chair's Report



Yet again we have had a very busy year with a big demand for our services and our Counsellors and Trustees have worked hard to keep up with this demand. Stockport and Manchester CCG's have continued to support our work with funding our clients who have Learning Disability and/or Autism. There has been a small increase in "spot contracts" from Trafford, Salford and Bury CCG's. We were yet again successful with our application for a grant from Rochdale CCG which will support children and young people this year, this will build on work already delivered over several years in Rochdale.

In the 2019-20 year one of our students qualified and successfully applied to become one of our counsellors and we have taken on 3 new student counsellors and 1 student play therapist. We wish them well with their studies. Along with our new intake of students we also recruited 2 qualified counsellors which brings us up to 17 counsellors and 4 students spread over the whole of Greater Manchester. This will help to meet the increase in demand for our services.

Our longstanding client/counsellor coordinator took the decision to retire from the role and successfully handed over the task to a new coordinator over a period of 6 months. We also have someone to support our finance, IT and general administration work for a couple of days each week.

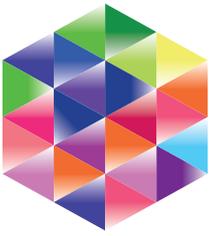
We organised an "away day" to deliver Safeguarding Training for all our counsellors and Trustees in the autumn of 2019. This was well received and we planned to make these days a regular event, to deliver different training topics and share best practice and ideas. Follow-up gatherings have had to take place by video-conference because of Covid restrictions.

In March 2020 we had to change our ways of working. Our transition to phone or video working has had a mixed response from our clients, some have found it works well and others have wanted to wait until we can work face to face again. We needed to think creatively about the impact of the pandemic on our client group and their families, so we set up a "Mental Health First Aid Telephone Helpline" for which we successfully applied for and received grant aid from both MIND and Greater Manchester Health and Social Care Partnership. This work is ongoing and is being well received.

Towards the end of the year we appointed a consultant to help us make the transition to become a CIO (Charitable Incorporated Organisation), develop a longer term business plan and expand our work, this consultancy work is ongoing.

As Chair of Trustees I especially want to thank everyone who is involved with the running of the service as well all our funders for what has been both a busy and at times a challenging year.

Judy Turner, Chair of Trustees



Treasurer's Report

RfA had an annual income of £135,090 for 2019-20, roughly the same as the previous year (£136,426 in 2018-19). This is different from the annual increases of recent years (50% increase from 2017-18 to 2018-19). If we had been able to continue the service without the interruption of the pandemic the income would have increased year on year. The Covid 19 pandemic restricted our service to telephone or video call for most of the last 3 months of 2019-20. Many existing clients suspended their sessions in the hope of a return to face-to-face counselling and our NHS funders were under pressure and as a result they made fewer referrals.

On the other hand, RfA expenditure in 2019-20 increased in line with our plans. We increased our spending on co-ordination and administration and this, at £37,478, is now 28% of our expenditure with direct delivery of counselling services accounting for 74%.

As a result of the 50% fall in counselling income in the last 3 months of the year, the accounts show a small loss for 2019-20 of £2,658. RfA is still in a good financial position as we have built up reserves of £70,000 over the years. We need £25,000 of this to cover cash flow. We pay counsellors for their work long before we receive the income for the service from the NHS. We also aim to have £35,000 to cover our reserves policy which is to hold one year's overhead costs against a severe fall-off in income. During the year, the Trustees made the decision to invest about £20,000 in a consultancy to help RfA plan how it will grow to meet more of the demand for our service as well as becoming more efficient administratively.

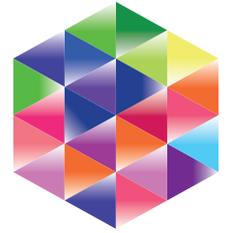
We are very grateful for the voluntary counselling and advocacy work that many of our counsellors and students undertake on our behalf. RfA has also benefited from a considerable amount of voluntary management work by "hands-on" trustees who help to run the organisation.

We received donations of £2,397. Over £1000 of this came from a spinathon by students at Keele University Men's Cricket Club. Owt for Nowt photography and St James's Place Charitable Foundation also supported us. We used £10,000 of our charitable funds to provide free counselling (worth about £30,000) to people in greatest need this year.

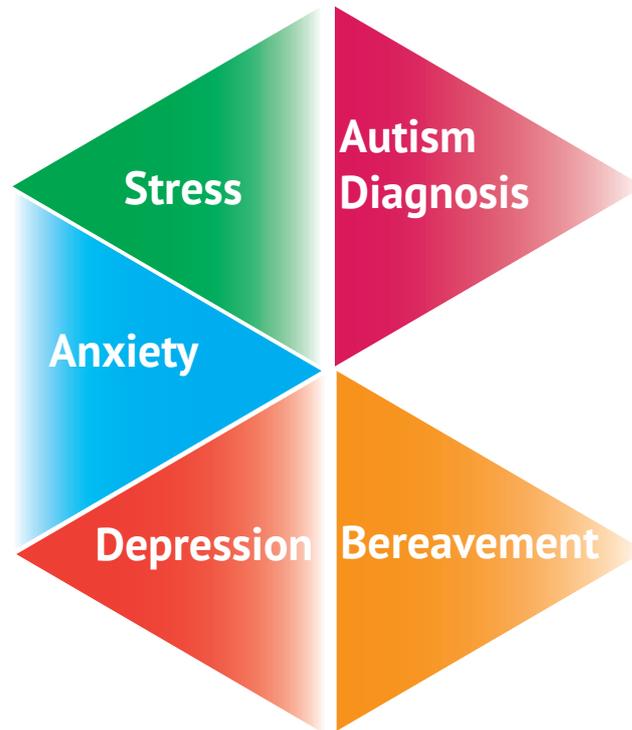
Contact accounts@respectforall.org.uk for a copy of the accounts, they are Independently Examined by Smile Accountants Ltd.

Maggie Walker, Treasurer

What we've done this year

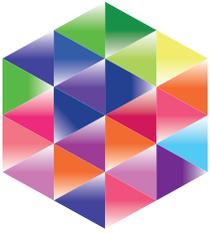


The main issues brought to therapy are:



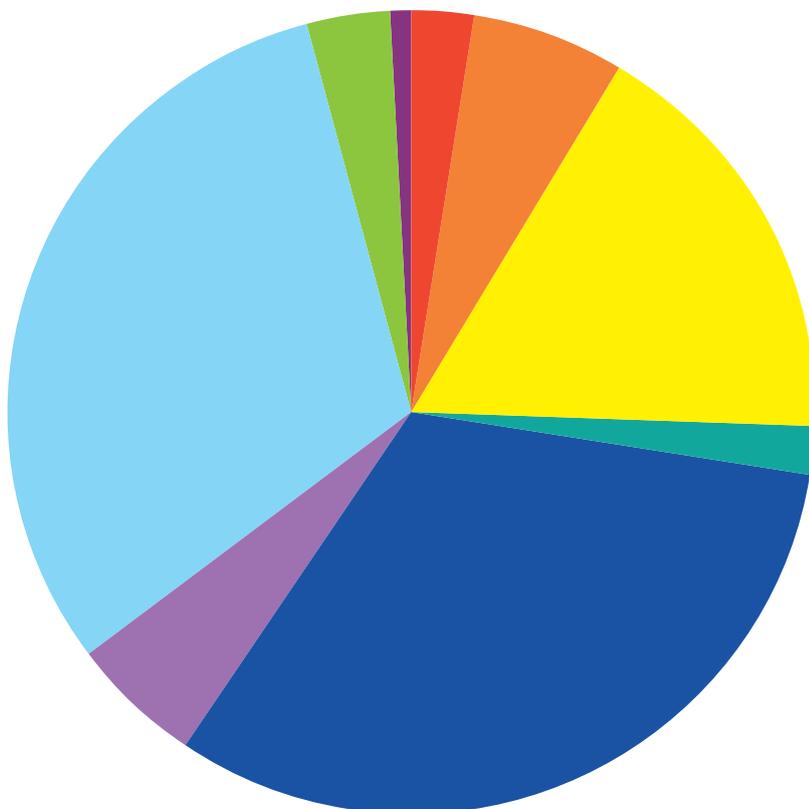
Our records show that we helped over 300 people in the year and nearly all clients would recommend the service to a friend.

	2019-20	2018-19	2017-18
Clients Served	318	358	247
Counselling Completed in the year	143	171	150
Average sessions to completion	11.41	9.65	
Percentage completed within 12 sessions	71%	84%	
Clients who would recommend the service to a friend	96%	83%	
Self-evaluation: Average improvement in all areas scale (0-10)	6.67	7.4	7



How our service was used

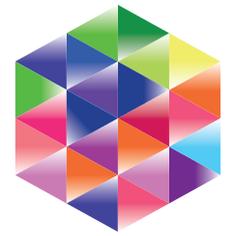
- 91% of our clients had a service paid for by the NHS or another body such as a child's school.
- 49% of clients were funded by Stockport CCG.
- 7% of clients self-funded at a subsidised rate (as they could not get NHS funding).
- 2% of clients received a free service from RfA's charitable funds.



Clients by Borough

Bolton	4
Bury	9
Manchester	25
Oldham	3
Rochdale	47
Salford	8
Stockport	46
Trafford	5
Wigan	1

The difference our counselling made



Client self-evaluation results 2019-20

Clients record a significant improvement (on a scale 0 = “not at all”, 10 = “a lot”)

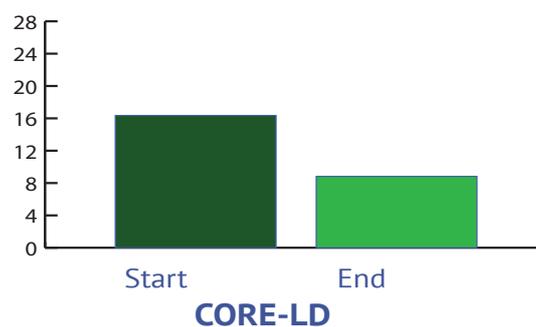
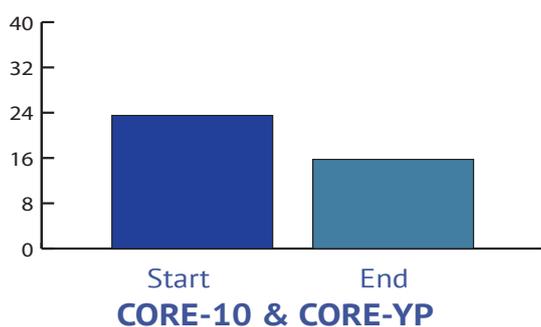


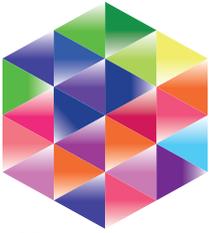
Clinical Evaluation

Where appropriate we assess outcomes using the CORE (Clinical Outcome Routine Evaluation) Scales.¹⁰ Of the 143 clients who completed their counselling this year, we have CORE data on 43. Of these 32 completed Core10 or CoreYP and 11 completed Core-LD.

Average Scores 2019-2020

IMPROVEMENT	%age
CORE-10 & CORE-YP	26%
CORE-LD	47%





Client Evaluations

Here are some of the comments we've received this year from clients and their families/carers.

“I would rate the service a big colossal 10.”

“I will be coming back as I was understood for once in my life someone knows how I fit in.”

“Counselling has given me a framework to understand myself and explore what it means, it's been helpful as most people don't understand me.”

“This is the first service that hasn't been difficult to do the counselling.”

“The biggest improvement I've seen is my self-acceptance.”

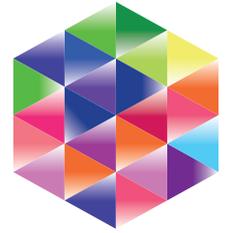
“This process has helped me realise that it's more about acceptance of my situation.”

“The counsellor really understands autism so I knew I can talk to him, and I got answers.”

“It's made me feel like a better person, getting back to normal self after suffering from grief and loss. The autism awareness part has helped me a lot as I understand it in more detail so I can accept myself now.”

“I felt really understood by the therapist. Probably the best experience that I had with mental health support.”

The wider context for our service



Greater Manchester became the first area to have devolved responsibilities in health and social care in 2016 and has local strategies that are supportive of our specialist support.

The GM Learning Disability strategy 2016 aims to ensure that learning disabled people should be able to access “specialist health and social care support in the community” and is interested in sharing good practice regarding learning-disabled people’s mental health.

The 2019 Greater Manchester Autism Strategy aims: To work towards making Greater Manchester an autism friendly place to live. This means a place where you can get a timely diagnosis with support, meet professionals with a good understanding of autism, find services, organisations and employers that make reasonable adjustments when required, where people can feel safe, have aspirations and fulfil their potential, and become a full member of the local community.

The Trustees have developed a strategic plan to guide Respect for All through the next 3 years.

The objects of Respect for All as set out in its constitution are:

- i) To preserve and protect the mental and physical health of learning-disabled people, autistic people and their families and carers by providing a counselling service and other forms of support
- ii) To educate the public about issues faced by learning disabled people, autistic people and their carers.



Impact of Covid-19

The mental health of learning-disabled people and autistic people has been severely impacted by the pandemic and consequent restrictions; many struggle with change at the best of times.

The GMHSCP (and MIND) were made aware of the impact that Covid 19 was having and both gave grant support for Respect for All to develop a service of short-term immediate counselling support by telephone or video call to learning disabled people, autistic people their carers and families.

The Respect for All helpline service has been available since 1.6.20 and enables RfA to respond to the immediate needs of its clients while assessing their need for a full counselling service.

Trustee Board 2019-20

Judy Turner – Chair

Maggie Walker – Treasurer

Eileen Steed – Counsellor Trustee

Nick Rosenthal (March to August 2020)

Mark Holden (to Sept 2019)

New Trustees are currently being recruited.

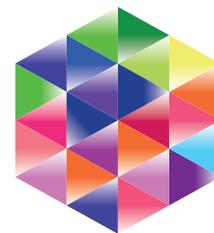
Donations

Respect for All welcome donations which can be made through our website or direct to our bank account (ask for details) We are eligible for Gift Aid.

Contact details:

counselling@respectforall.org.uk

0161 532 4070



References for Page 2

- ¹ Mental ill-health in adults with intellectual disabilities: prevalence and associated factors. Sally-Ann Cooper, Elita Smiley, Jillian Morrison, Andrew Williamson, Linda Allan. The British Journal of Psychiatry Dec 2006, 190 (1) 27-35
- ² Mental Health Nursing of Adults with Learning Disabilities
- ³ <https://blogs.warwick.ac.uk/covidlearndisability/> [accessed 29.11.20]
- ⁴ GM Learning Disability Strategy -2018 GMHSCP
- ⁵ The NHS Information Centre, Community and Mental Health Team, Brugha, T. et al (2012). Estimating the prevalence of autism spectrum conditions in adults: extending the 2007 Adult Psychiatric Morbidity Survey. Leeds: NHS Information Centre for Health and Social Care.
- ⁶ Rosenblatt, M (2008). I Exist: the message from adults with autism in England. London: The National Autistic Society, p3
- ⁷ Left Stranded: the impact of coronavirus on autistic people and their families in the UK. National Autistic Society. 2020
- ⁸ Bancroft et al (2012). The Way We Are: Autism in 2012. London: The National Autistic Society
- ⁹ Coronavirus-covid-19-guidance-for-care-staff-supporting-adults-with-learning-disabilities-and-autistic-adults DHSC UK govt 2020

References for Page 9

- ¹⁰ The CORE-10 is a brief outcome measure comprising 10 items drawn from the CORE-OM which has been widely adopted in the evaluation of counselling and the psychological therapies in the UK.
We can't combine the CORE LD with the others as it has a different range.