Our impact in numbers

258 people directly supported across 41 supported living, residential and outreach services.

14,000+ people reached through our programmes.

84% of people we support say we’re helping them develop their skills.

11,868 downloads of our free resources on eye care, supported employment and digital inclusion – more than double the amount from 2020-21.

14,500+ social media followers, a rise of 10.6%.

£1.185 million raised by individual donors and corporate supporters.

65 special ‘one step beyond’ awards to recognise colleagues doing extraordinary things.

520+ colleagues had mental health first aid or awareness training.

Help us continue our support
On 17 March 2022, people from across the adult social care sector came together to mark the first Social Care Day of Remembrance and Reflection and to remember and recognise the dedication, commitment, sacrifice and contribution of everyone who works on the front line in social care.

For many of our colleagues, their job satisfaction comes from knowing that every day, they make a positive difference in people’s lives. Their commitment is repeated right across the social care sector and was rightly acknowledged on this Day of Remembrance. We will always be grateful for the courage they have shown during the pandemic and I feel honoured and privileged to work alongside them.

Lisa Hopkins
CEO

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Help us continue our support
An introduction from our CEO

This year’s impact report marks the end of our 2017-22 five year strategy. Reflecting on the past as we look to the future, it’s been a period of great achievement and we’re delighted to finish on a high.

Our new strategy will be launched in September 2022 and a focus for us will be to support more people to live rewarding lives in places they call home, doing the things they enjoy with the people they love to be with. We believe everyone can play a role in achieving this vision of the future and I hope the stories we’ve shared in this report inspire you to join us and play your part.

With the right support, people thrive. At SeeAbility we are committed to supporting more people to move out of institutions and into their own homes. Our Clinical Assessment and Intervention Team are at the forefront this, developing new ways to support people to get the most out of life. I’m so pleased to share Ben’s story to show how, with the right support, people can really flourish. Likewise, Emma’s story of success through our supported employment programme, ‘Ready, Willing and Able’ shows not only the real difference our team can make in someone’s life, but also how upskilling employers ensures each person’s new career can be a success. Emma’s words say it all – “It’s nice to be in a supportive workplace that know about my learning disability and can support me.”

I am proud to be part of SeeAbility showing how, with the right support, people with learning disabilities can be ambitious and achieve their goals as active citizens. This pride extends to our teams who have worked so hard to ensure people with lived experience have a voice, both within SeeAbility and influencing change across society. Scott Watkin BEM, our Head of Engagement, has led a team of people with lived experience, contributing to national research and consultations to ensure more people with learning disabilities can live the life they choose.

Our team of Eye Care Champions also bring their lived experience to provide people with learning disabilities and autism with the knowledge and opportunity to access good eye care. In the last year alone, they reached over 11,000 people - an incredible figure for such a small team. Read more later in this report about the rest of our eye care team and how they won the prestigious Overall Award for Excellence at the 2021 Charity Awards for their work in special schools.

I’m excited that we’re developing innovative models of support, like our new homes in Redhill, Surrey. This is a growing community where private homes and housing designed for supported living nestle together against a beautiful countryside backdrop, creating a diverse and inclusive community. It’s a vision for what the future could look like if people with disabilities, providers, commissioners and policy makers work together.

I hope that you will join us in celebrating our many achievements and I very much hope that it inspires you to get involved so that together we can make our vision a reality.

Lisa Hopkins
CEO

We See Ability Impact Report 2021-2022
Ambitious and creative support

Often by making small changes to someone’s home or support, we can enable people to take more control of how they live their lives. As an organisation, we keep up to date with the latest research and evidence-based best practice. The experts in our Clinical Assessment and Intervention Team are key to ensuring people we support experience the positive changes this work brings.

Our Vision Rehabilitation Workers and Behaviour Consultants work together, focusing on placing each person at the centre of their own support, empowering each individual to learn the skills that really matter to them, enabling them to live happy, contented lives.

This means that each person gets exactly the right kind of expert support they need, when they need it, so they can make more choices about what they want from life every day.

Support colleagues are ambitious for themselves and others – meaning more people are able to benefit from new opportunities like finding employment through our Ready Willing and Able supported employment programme, being involved in self-advocacy and making new connections.

Thorough, person-centred transition planning is backed by a Positive Behaviour Support approach, which has seen huge success. Our teams have worked closely with families and multi-disciplinary teams to support several people as they make the life changing move from secure hospitals into their own homes.

A Positive Behaviour Support approach enabled us to support more people in Hampshire and Kent who were previously living in hospital settings, which has shown the exciting progress that happens when people begin their new lives in their own home and in their own community.

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David’s story

David has given himself the title of ‘King David’ at his new home called The Willows, a name the staff enjoy hearing him say because it shows how comfortable and safe he feels with them.

David’s support needs and deteriorating eyesight prompted his mother, Elizabeth, to seek a change for her son from the support provider that had been his home for over 50 years. Arriving at The Willows at the height of the Covid-19 pandemic, Elizabeth says the calm, gentle and kind way in which he was treated from the outset enabled him to cope with the huge change and settle in quickly.

When David first moved into his new home, he seemed particularly introverted and the team knew they would need to work hard to earn his trust. Led by Deputy Manager Nadine, they did just this, personalising his support in essential ways so that David felt comfortable in his new home and understood that the support team were interested in him, and would support him to make meaningful personal choices.

David was prescribed psychotropic medication before being supported by SeeAbility, but his dose has since been lowered significantly, following exploration of different coping mechanisms and guidance from his psychiatrist and other healthcare professionals.

David is supported with compassion in a calm environment, enabling him to enjoy his days. He is now so confident that he is being supported to take on the role of representative for his home at the SeeAbility Taking Control self-advocacy meetings.

When encouraged to join in his favourite dice game, his competitive spirit is shown by a cheeky smile each time he rolls a high score. There are regular moments of happiness when playing games, dancing to a favourite tune, looking at the pictures of his books about birds or taking a walk, which are now much more common than the disorientated, anxious and sometimes challenging behaviour that David’s mother saw before his move.

When Elizabeth phones or visits, she feels strongly that she has got her real son David back. She takes great comfort as she gets older in knowing that he will have devoted and kind support for the rest of his life.

The kindness, the gentleness, the compassion, the love that he met was something that he hadn’t met before.

– David’s mother, Elizabeth.

Help us continue our support
Joanna’s story

Finding fulfilment

“We’re so proud of the ambitious and creative support our teams provide every day. Working alongside people who are so passionate, motivated and empathetic can only be described as a privilege. Joanna is someone who truly exemplifies these qualities.

Based in Surrey and working in the newly established Community Inclusion and Activities Team, Joanna supported people to grow in confidence as they began to reconnect to their communities after the pandemic. Seeing people flourish and thrive is what motivates Joanna most. She loves supporting people to make their own decisions and find their own fulfilment.

Joanna’s role as a Community Support Worker is wide ranging. From helping people learn to cook, to supporting them to be active citizens, Joanna always stays mindful of what really brings people joy.

Someone who has felt the impact of Joanna’s work is Jo, who moved into her home as the pandemic started. Jo found the lockdowns difficult at first and was so anxious that she didn’t even want to leave her bedroom – the place where she felt most safe. Through thoughtful support and gentle encouragement from Joanna and Jo’s team, Jo began feeling more comfortable, especially during time spent with Joanna in the kitchen.

Jo now really enjoys her trips with Joanna, especially when she can be out in nature, and her mental health has greatly improved. The change in Jo from when she first moved in and didn’t feel able to leave her room, to now where she regularly takes part in a local book club and loves spending time outdoors at National Trust gardens, is astonishing.

It’s a transformation that would not have been possible without the dedicated support of Joanna and the rest of the support team.

When we asked Joanna what she would say to other support workers who are keen to try new things, she told us:

“If you have an idea, try it. Talk with people you support, talk to your colleagues and be proactive about it. You don’t know what will happen unless you try - the outcome could be incredibly rewarding for many.”

Sometimes someone’s abilities can be overlooked – my aim is to challenge people’s perceptions of disability, while supporting people to find engaging activities that are meaningful to them.”

– Joanna.

Help us continue our support
Benefitting from preventative services

Working in a proactive and preventative way is central to our eye care work, where we aim to step into someone's life before any permanent sight loss that could have been avoided.

In June 2021 we scooped the Overall Award for Excellence at the Charity Awards. Our eye care team was praised by the judges for convincing the NHS to roll out sight testing for children with learning disabilities in all English special schools, half of whom have a problem with their eyes, yet over 43% had no history of eye care. The service has already transformed the lives of several thousand children with a learning disability and sight loss, and will eventually reach over 120,000 children.

Our community eye care team secured funding for an ambitious project to commission specialist eye care services for people with learning disabilities and autism across London. They’ve also continued to provide expert peer to peer advice to support access to good quality eye care.

Eye care professionals Professor Rachel Pilling and Caroline Rawse created the Bradford Visual Function Box to help to explore visual abilities in people who cannot communicate what they can see. We worked with them to make this simple and innovative tool available to hospital eye clinics and optometrists across the country. It was described by John Holden, Director of Strategy and Deputy CEO at Bradford Teaching Hospitals NHS Foundation Trust as:

"Deceptively simple, brilliantly innovative, changing lives."

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Supporting people in a proactive way means we work to prevent someone from returning to a secure hospital, or from entering one in the first place.

Our transition planning (which usually involves input from our Clinical Assessment and Intervention Team) is entirely person-centred, supporting choice in all areas of someone’s life – from where their new home is, their home’s layout, design and furniture, to the support team’s approach – so that each person can live happily and with choice and control.

We See Ability Impact Report 2021-2022

Help us continue our support
Ben's story  Moving in and moving on

Ben is a gentle soul: perceptive, kind and a pleasure to work with, say his support team. His team were created around Ben’s personal needs, specifically recruited as they are deaf themselves and, like Ben, communicate using British Sign Language.

Ben was supported with a creative and personalised approach throughout the transition from a secure hospital, where he’d been living for over ten years, to his own home in Hampshire. This enabled Ben to grow in confidence and make more choices for himself about how he wants to enjoy each day.

Now Ben can explain his wants and needs in ways he never could before. Communicating with his support staff in the way he chooses has helped to develop a trusting and understanding relationship between them, and you can clearly see that Ben is relishing in his new freedom.

The combination of an understanding team around him and living a normal life for the first time in over a decade, enabled Ben to thrive and search out new things to do. He loves meeting new people and seeing new places, especially trips out to cities where he can explore old buildings.

Since his move to his new home, Ben has been able to live a fuller, happier life of his choosing. He even has a new car, which he is hugely proud of. It’s giving him the freedom to go out more, including to a local club where he enjoys playing pool – at which his support workers say they are yet to beat him.

Ben now lives the normal life he’s been dreaming of for more than ten years. To get to this point the team put in a lot of hard work but crucially took the time to listen and understand what Ben wanted and needed.

It is a real pleasure to be able to work with Ben. ”

– Nicola Stanley, PBS Consultant.

A Top: Ben is enjoying getting out and showing off his new car!
A Bottom: Ben on a recent day out with support workers, Dilly (left) and Lee (right).

Help us continue our support

We See Ability Impact Report 2021-2022
James’ story Seeing school in a different light

10-year-old James goes to school at Red Gates School in Croydon, one of the special schools SeeAbility runs eye care services in, in partnership with NHS England.

For some children and adults, especially those with disabilities, having a routine eye test can be extremely challenging. With our expertise, we know that no-one is too disabled to have an eye test. However, it’s important that reasonable adjustments are made to ensure the test can be done successfully, and to make sure people are supported to understand and feel calm about the process.

When these reasonable adjustments aren’t made, it can make a routine eye test very stressful. This was what James and his mum Claire faced. James has a learning disability, experiences sensory issues and is non-verbal, which means the right support in the right place is crucial for his eye tests.

Claire had been enquiring about eye care services for him for quite some time, after noticing that he might have a problem with his eyes and was concerned that there weren’t many options available.

When we launched our eye care service in James’ school, it wasn’t long before he had his first ever eye test. It was quickly discovered that James is long sighted. With a prescription of +5.00, his eyesight was making it near impossible to see schoolwork, the faces of his classmates or teachers, or even to use his eyes together to see in 3D.

Since getting his glasses, his teachers and others around him have all said James is so much more engaged in school activities and he is now able to enjoy his childhood! Claire is thrilled to see James’ progress now he can see clearly.

Hyperopia, or near-sightedness, can make it extremely difficult to focus on things close to you. These images may not be accurate to James’ eyesight, but represent a similar experience.
Participating in society

At SeeAbility we believe no-one should feel isolated. That’s why we’re determined to create opportunities for people with learning disabilities, autism and sight loss to be in charge of their own lives, develop essential skills and share their voices.

We know that technology has the power to bring people together and transform lives. Technology has become central to all parts of life, but many disabled people feel digitally excluded due to skills barriers and financial hurdles. This lack of digital inclusion increases the social and economic disadvantages that people with disabilities already face.

The pandemic had a serious impact too, often leaving people with disabilities feeling disconnected, isolated and disadvantaged.

We believe everyone has the right to digital connection, but it’s clear that few organisations are prioritising this for people with learning disabilities and autism, or their support teams.

Through our digital inclusion programme, Creating Connections, we support people with learning disabilities, autism and sight loss, as well as their support teams, to gain digital skills. Creating Connections has grown into a network of 24 self-advocacy group partners to help us extend the reach of the programme to people with learning disabilities across the country.

By drawing on local knowledge, experience and networks, we’re building better local support and connections for people within their own communities, both online and in person. We’re sharing best practice across all our partner groups to ensure people are supported in a person-centred way to gain the skills that are important to them.

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By drawing on local knowledge, experience and networks, we’re building better local support and connections for people within their own communities, both online and in person. We’re sharing best practice across all our partner groups to ensure people are supported in a person-centred way to gain the skills that are important to them.

Creating Connections successes in 2021-22

- **2,375** people with learning disabilities learnt new digital skills.
- **483%** increase in number of people feeling confident online.
- **842** people who work on the frontline in social care learnt new digital skills.

Help us continue our support
I have wanted to have a phone with all of my contacts for a really long time, I am glad it has finally happened.

– Chris

Chris’ story Creating his own connections

Describing himself as having a jolly personality, Chris loves to be sociable, make people around him laugh and enjoy each day as fully as possible. He doesn’t allow the fact he was born without sight to stop him being active and he embraces different activities and new opportunities whenever possible.

Whether it’s tandem biking, shopping, or listening to music requested from ‘Alexa’, Chris approaches life with a smile.

It’s important for Chris to feel connected and as independent as possible. So when we started our Creating Connections digital inclusion programme, aimed at supporting people like Chris to learn new digital skills, he was keen to get involved.

By chance Chris already knew the Creating Connections Digital Inclusion Officer, Joe, as he had been part of the interview panel for Joe’s first job at SeeAbility. Chris leapt at the opportunity to ask Joe to help him buy, set up and make the most of a smartphone’s features.

Chris told us that if something were to happen while he was out and about, he needs to know how to get hold of people. The only phone he had access to previously was a landline, but that meant Chris had to remember as many phone numbers as possible, or ask support staff to find a contact in one of his extremely full address books. He knew a smartphone would really boost his independence.

Once they had come up with a plan, Joe and Chris ventured down to the local phone shop together to explore what options may be available. After a conversation with a sales assistant, Chris decided on a phone he’d like to buy. Since buying his smartphone, Joe has spent time coaching Chris and supporting him to develop his skills.

A few weeks on, Chris is already using the Google Assistant to navigate the phone, add contacts, get the news, set alarms and more.

The device has also enabled him to reconnect with someone he hadn’t spoken to for decades. One of the first phone calls he made was to an old school friend who recently moved into a new home set up by SeeAbility in Redhill, just a few miles down the road! It’s clear that the phone is already enhancing Chris’s day-to-day life, giving him the chance to be even more sociable and connected than before.

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Help us continue our support
Joe’s story Inspiring and encouraging

Supporting people to express themselves, make choices about what they want to do and improve their quality of life has been at the heart of all three of the diverse roles that Joe has had since joining SeeAbility just three years ago.

Initially recruited as a support worker, Joe was busy each day supporting people with learning disabilities, autism and sight loss to keep active, try new things and lead fulfilling lives. Within six months, Joe then moved to an IT Tutor role, jumping at the chance he was given to use his personal talents and interests in technology while continuing to work with the same group of people he had developed strong bonds with.

Soon, his amazing work was noticed by Veronica Mulenga, Creating Connections Programme Lead, and the two became a strong team as Joe moved into his role as Digital Inclusion Officer. Joe’s new role entailed starting to work with people we support throughout SeeAbility.

One of those people is Tamika, who is supported by SeeAbility at her home in Kent. Tamika has just started her new role as a Corporate Inductor for new colleagues joining the organisation, where she leads conversations around the history of SeeAbility and what great support means to her.

When Joe visited Tamika at her home, he was able to answer all the questions she had around making the most out of her personal technology, as well as supporting her to get to grips with new work equipment. Since some of her role involves working remotely, Tamika was keen to access and learn about tools that could support her to do so happily.

With Joe’s encouragement, Tamika is now learning to how to use Microsoft applications, like Teams, something relatively new to SeeAbility in general.

Joe has also been supporting colleagues during a time of great technological movement for SeeAbility. We are always looking at new ways to ensure colleagues have the tools they need to do their best at work. Joe has been a key figure of guidance to those who have questions or concerns about how the introduction of these technologies will affect them day-to-day. Creating webinars and workshops, and sharing advice and tips on Facebook Workplace has helped many SeeAbility colleagues.

Joe is delighted that in such a short period of time he has been able to progress within the organisation and is now in a position to use his technological experience and talents to enhance the lives of people around him. Joe is also acutely aware of the similarities of his own journey within SeeAbility, where he has been encouraged to enhance and develop his own skills. With Joe’s expertise and passion to drive digital inclusion, the people we support are able to learn new skills and uplift their experiences with technology.

Joe is passionate about ensuring everyone can access technology.

The digital opportunities that people without disabilities take for granted often aren’t easily available to those who have different support needs. This programme aims to address that.

- Joe

Tamika quizzing Joe (right) about her phone and tablet.

Help us continue our support

Joe quizzing Tamika about her phone and tablet.
Just one month later, Beatrix secured an interview to work as a waitress at an award-winning restaurant in Bristol. In response to her cheery personality, passion for meeting new people and her hard work with her Ready, Willing and Able coach, Beatrix was offered the job, bringing her seven-year search to an end. Beatrix explains how it’s changed her life:

“It feels really, really good. It’s nice to earn actual money. By having a proper job, I feel a weight has lifted off my shoulders.”

- Beatrix.

We have also developed a library of how-to guides to help people on their career pathways. Through these guides, people with disabilities can benefit from our expert advice, even if they are not directly supported by our supported employment coaches.

Our Ready, Willing and Able team doesn’t just offer support to people with learning disabilities, autism and sight loss. They also support employers to understand the benefits of being inclusive and how to welcome people with disabilities into their workplace.

Over the past year, our team have built relationships with a wide variety of employers, who have all asked for our support as they develop disability-inclusive workplaces.

To ensure success for both the person and their new employer, we continue to provide support after they are hired. For example, we were able to support Emma to negotiate a new role that better matched her skills.

“It’s nice to be in a supportive workplace that know about my learning disability and can support me.”

- Emma.

Emma was ready to work, but she just needed a little support to get there. Asked what advice she’d give to others, she says:

“Just keep going, it might take time to get the right job, but with the right support you can get there.”

Over 60 people have joined the journey to start their careers.
The last year has been a challenging one for both our volunteers and people we support, with some restrictions on visits continuing due to the pandemic. People we support really missed the companionship of their volunteers and their activities together – particularly as many already felt isolated by the lockdowns and other restrictions.

Despite the challenges, the virtual catch ups and telephone calls which started at the beginning of the pandemic continued, much to the delight of everyone involved!

We know how important volunteers are to people we support and to SeeAbility.

Over the course of the past year, we’ve developed new volunteering roles to make sure we’re creating more opportunities and choice in life for people we support, as well as great options for our volunteers to learn and share their skills.

Some of these new volunteers support people to learn new online skills, make connections with new people, or develop skills and confidence to find a career. These are all huge moments in someone’s life, really showing how much of a difference our volunteers make.

Our vision is to make volunteering integral to the wider delivery of our organisational strategy. Over the course of the past year, we’ve developed a new volunteer development programme to help us build a strong, inclusive community of volunteers who are a core part of our support and work across the organisation.

We’ve also begun to develop a new community fundraising programme, which is wonderful way of bringing communities together to raise money for a specific cause or charity. There will be a whole host of different activities that our volunteers can bring to their communities, from bake sales and raffles, to walks and gardening challenges.

As always, we are immensely grateful for the significant contribution of our volunteers, whose gifts of time and talent create so much impact across homes and communities.

This is just a taste of what some of our volunteers have told us:

“It has been a privilege to be a volunteer at SeeAbility and to experience the enrichment that helping the people we support enjoy activities more fully can bring. I have so enjoyed the humour and affection that they show towards staff and each other. I also admire the staff who I come across, their patience and energy are amazing. On a personal level, it is a rewarding and positive experience in my week.”

“I have had such a great time meeting and volunteering with the team that make this all possible. I have learnt so many new skills and built my confidence in my own abilities. SeeAbility are having such a huge impact on people’s lives and I am glad to be part of such an amazing organisation!”

“It was wonderful to get back in the garden once restrictions had been lifted and tidy it up ready for the people we support to enjoy during the summer.”

“It’s so rewarding to support the group prepare and cook a meal, and then see the enjoyment of everyone eating it together.”

“Being there to support our runners at the London Marathon was such a positive and rewarding experience – not to mention a lot of fun! I met so many friendly people and I can’t wait to support at other events in the future.”

“I choose to volunteer at SeeAbility because I am passionate about rethinking disability and believe strongly that with the right support and encouragement, anyone can overcome their barriers and achieve their ambitions.”

Help us continue our support
Influencing change through lived experience

Throughout the year, we’ve been exploring what it means to live, love, thrive and belong. Our ‘Big Conversations’ encouraged us all to think about inclusion, diversity and equity, and how we all want to live, love, thrive and belong, no matter who we are.

This struck a chord with our Influencer, Emily, who started the series by telling us what it means to her to live a good life:

“A good life means something different to all of us. To me it means having as much independence as possible, having freedom of choice and having the right support in place. Having information in an accessible format is hugely important too.”

Emily has been our Influencer for the past year. She’s been exploring what it means to not just live, but thrive. Just as we all live our lives in different ways, we also thrive uniquely. For some, it might be challenging yourself to learn a new skill and for others it could be a change of environment. Emily told us:

“Thriving in life is all about making decisions for yourself and finding fulfilment within that.”

Stepping out of your comfort zone can be daunting, but with the right support around you, taking risks can pay off. Emily is a great example of how trying something new can enable someone to thrive.

Ultimately, Scott’s goal for his team is for them to be prominent and influential voices in the learning disability and social care sector. They will continue to work to grow their profile to influence national policy and public assumptions on what people with learning disabilities, autism and sight loss can do.

Scott’s team has contributed to a number of national inquiries, consultations and research projects, sharing their voices as widely as possible. These include:

- Adding to research into the impact of Covid-19 on people with disabilities.
- Helping to co-lead the Social Care Future inquiry on key changes needed in social care.
- Learning parliamentary process from Baroness Hollins.
- Contributing to consultations as diverse as pavement parking and a national disability strategy.

We know how important lived experience is. We are constantly working to make sure the balance of power is shifted, so people have control over their own lives, as well as being able to influence change in society.

So, we were delighted when Scott Watkin BEM, our Head of Engagement, was invited earlier this year by Care Talk Magazine to contribute to their monthly column. Scott joined a number of high-profile figures from the sector, who were asked to voice their hopes for the future of social care.

Scott said: “In my role as Head of Engagement at SeeAbility, I lead a team of Associates and an Influencer. They are all people with lived experience of learning disabilities, autism and sight loss, who are committed to making life better for others with disabilities. It is co-production at its best.

Scott campaigning with people we’re supporting in Aylesbury.

“We’re all passionate about making society more inclusive and are learning new skills in campaigning, public speaking and leadership so we can help change society for the better.”

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Help us continue our support
In 2022 we began supporting people under an innovative new model of support in Redhill. Can you spot where people with disabilities live in these photos? No? That’s the point.

Royal Hill Park is a community of over 100 houses, where private homes and homes designed for people with disabilities nestle together against a beautiful countryside backdrop. The supported living houses and apartments are not set apart or excluded, but instead are scattered throughout the development, creating a vibrant, diverse and inclusive community.

A sensory trail winds through the heart of the development, for everyone to enjoy. The stunning gardens are created from plants and materials chosen to provide a multi-sensory experience.

We’re excited to be developing plans for an inclusive community hub for people from around Royal Hill Park and the wider Redhill area, within Tudor House, a 16th century farmhouse that stands within the development. The enthusiastic team in Redhill have plenty of ideas and are engaging with everyone within the community to see what will bring people together best.

Our ambition is to play an active role within Royal Hill Park, working together with people we support and our neighbours there to bring a real community atmosphere, where everyone feels welcome.

This is the future of support, where people can live, love, thrive and belong in the community they choose.
The wellbeing coach team was established in the middle of the intensity of the pandemic. Setting out to ensure colleagues had the resources and support they need to do their jobs in a caring and safe environment, they have exceeded all expectations.

The wellbeing coach team are all Mental Health First Aid (MHFA) England accredited, giving them the tools they need to empathise with their colleagues and signpost to further support.

Depression, anxiety, PTSD and financial worries are just some of the areas that wellbeing coaches have been able to support their teams with. The coaches are able to make a real impact on people’s lives. On one occasion a colleague was experiencing financial hardship and their wellbeing coach referred them to The Care Worker’s Charity for support. After receiving a Crisis Grant, and through the support from their wellbeing coach, they were able to put down a deposit on a new place to live.

Our wellbeing coaches love to share their thoughts on how we can all promote better mental health for ourselves and others.

“We should all look after our mental health in the same way we care about our physical health. A good start to normalising it is by realising that everyone has their own mental health to take care of, we all go through ups and downs. I take my role as wellbeing coach very seriously!” – Barbara Czarkowska, wellbeing coach.

Barbara promotes her wellbeing by getting out and enjoying nature.

I am so proud of everything the Wellbeing Coaches have achieved. The work they do has changed the way we approach colleague wellbeing for the better and I can’t wait to see what they do next.” – Lesley Brown, Head of People Experience.

From supporting a ‘SeeAbility food’ initiative, which saw teams given a budget to spend on energy boosting snacks and refreshments, to advocating and raising awareness of mental health, the coaches have been a source of comfort and safety when colleagues have needed it most this year. We know they’ll continue their amazing work as we move into our next five year strategy, which will have a huge focus on building an inclusive and safe community for all.

Help us continue our support.

Lesley, our Head of People Experience.
Looking ahead

We have much to be proud of and much to aspire to. The future belongs to those who refuse to give up on a world that needs to change, and SeeAbility wants to be that change.

The last five years have taught us that, even in the face of extreme challenges, we can all achieve great things, both personally and across the charity. This gives us confidence that the next five years will be equally as inspiring and fulfilling.

We recognise that the most important people with a stake in the future of our charity are those who our charity supports. People we support, their families, and all colleagues have had the opportunity to be involved in co-producing the new strategy. It’s been an exciting process filled with vision and enthusiasm and from this we now have an ambitious plan to take us through the next five years.

We’ve also co-produced a new set of values to guide our work and reflect that people are at the heart of everything we do.

Our strategic aims

The aims that have been identified fall into four themes - objectives for each of these are described in the full strategy: www.seeability.org/ouraims

Excellence in 2027
We support people to live their best life.

Community in 2027
We will create a community where people love to come to work and are supported to do their best. Together we will achieve more.

Transformation in 2027
We imagine a future full of opportunity for people we support, our colleagues and for SeeAbility. We will keep evolving as we work towards that future.

Voice in 2027
People with learning disabilities, autism and sight loss will be heard as equals across society. We’ll start from within, developing our skills in hearing the voices of people we support, to ensure our work as an organisation reflects their ambitions.

We’ll also work towards greater representation of people with lived experience throughout the organisation. This will put us in a strong position to amplify the voices and experiences of people with learning disabilities, autism and sight loss.

We’re excited to continue our work supported by this new strategy and are committed to exploring new and innovative ways of enabling people - both our workforce and people we support. We are emboldened by a brave vision for the future and we hope that you will join us, so that together we can make this vision a reality.

Help us continue our support
Thank you

Companies
Essilor Vision for Life
Family Building Society
Johnson & Johnson Vision
John Lewis Partnership Golden Jubilee Trust
Mid-Optic
Optix
Box Power Foundation
Microsoft
Fidelity International

Individuals
Mr and Mrs M Barnes
Dame Kate Barker
Mr and Mrs M Buckingham
Mr and Mrs M Halsey
Mr E Herd
Mr and Mrs D Newlands
Mr Stephen Scott
Mr and Mrs Adrian Waddingham
Elizabeth and Nigel Wagstaff
Mr Andrew and Sara Brown
Mrs Mary Jobbins
Miss A Boujenah
Mr B Edery
Dr Alva Basoah

Trusts, foundations and community supporters
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Hampshire and Isle of Wight Community Foundation
Mary Alice Harris Charitable Trust
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NHS England and NHS Improvement
Percy Bilton Charity
P F Charitable Trust
Peter Harrison Foundation
Royal Warrant Holders Association Charity Fund
Sir Jeremiah Colman Gift Trust
The Carmen Butler-Charters Charitable Trust
The Gerald Micklem Charitable Trust
The Ingram Trust
The O’Hea Charitable Trust
The Peter Nutting Charitable Trust

We would also like to thank the following:
Our supporters who generously left us a gift in their will, or gave gifts in memory of a loved one.

The community groups and individuals who have collected, baked, performed and fundraised for us.

Our challenge eventers who have walked, run, cycled and completed virtual challenges from home to support us.

Our generous and loyal supporters who have kindly given donations.

We also extend our most grateful thanks to those individuals, trusts and companies who have supported our work this year and who wish to remain anonymous.

Help us continue our support

We See Ability Impact Report 2021-2022

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Winner of the Overall Award for Excellence at the 2021 Charity Awards for our work to influence the NHS, resulting in their decision to roll out sight testing for all children in special schools across England.

“We can all appreciate what a huge difference being able to see clearly can make to anyone’s ability to engage in everyday life. This is an outstanding project which, by influencing the NHS, will make a lasting difference to many people with a learning disability across the UK.”

Su Sayer, Chair of the Charity Awards judges, 2021

www.seeability.org/charityawards

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Other accessible versions available by request media@seeability.org
If you have any questions or comments, please email us at feedback@seeability.org

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