



Making an impact

 carr
gomm

Supporting People & Communities

Making a difference

This year's impact report illustrates the passion and dedication that the whole Carr Gomm team have towards changing people's lives. Continued attention is being given to ensure a person-centred approach to all the support provided. The impact this has had on those we support and the wider community is clearly set out in this report. This year's impact and progress provides strong foundations for growth and innovation long into the future.

There are many different ways to ensure that someone's goals and aspirations are achieved and all the team at Carr Gomm are spending more time involving people we support in shaping our services for the future. Furthermore, we are aiming to guarantee the people we support and those around them are satisfied with their support and how it is delivered, by collecting and acting on all feedback.

Working successfully with partners such as people we support, their friends and family, local communities, volunteers and health and social work, has helped us to increase the number of new and exciting ways we can offer our services.

This year's report shows that the main way we are improving and diversifying services is through continuing to put the emphasis on making sure that individual choice and control are at the heart of everything we do.

Thank you to everyone who has contributed to Carr Gomm's success and achievements over the past year. Your support, hard work and enthusiasm are greatly appreciated. Working together we can continue to improve support services for those requiring it, and continue making a difference in society.

Anne Austin

**Anne Austin
Convenor**



"Staff receive a good range of training to support them in their role." Care Inspectorate, July 2013

"I would rate the support I receive and the people that deliver my support as excellent." Person we support

"Without a doubt the project worker was so helpful. Each time if we had questions, she came back and she had the answers." Person we support, Community Development

"It's fantastic to see that you are already close to reaching some of the project aims and that you are engaging with people in communities which are usually hard to reach. The case studies are fantastic at demonstrating the difference you are making...it's clear that there's been a lot of learning to date and we are pleased to see that this is being used to shape and inform the future of the project." Grants and Impact Officer, Health and Social Care Alliance Scotland

"It's important to connect and be aware of how we can all help. I've got more understanding of SDS. I've got more in-depth understanding of my community." Member of the Community, Community Contacts Event

"Carr Gomm is great. My daughter thinks it's made a difference, really appreciate support." Person we support, Glasgow

"The organisation is at the forefront of good practice in involvement processes." Care Inspectorate Report, Glasgow Visiting Service, April 2013

"Staff are committed to finding new and different ways of consultation, to meet the needs and preferences of the people they support." Care Inspectorate Report, East of Scotland Visiting Service, January 2014



Provide a person-centred approach to self-directed support (SDS)



Changes in social welfare reforms and in particular the introduction of Social Care (Self-Directed Support) Act 2013 have allowed Carr Gomm to provide further support within the community. Our national objective was to ensure that we helped people to self-direct their support whilst ensuring they were involved in measuring our effectiveness throughout. This has ultimately allowed us to provide the support a person needs to make choices and to control their lives as citizens.

“Staff delivered support with an approach that is embedded in keeping the individual at the centre of everything they do.” Care Inspectorate Report, Glasgow, April 2013

Quantity of feedback received has increased by almost **400%**.

87% of relatives surveyed felt satisfied with the support their relation had received.

92% of people we support stated that they were satisfied with the support they received.

Our overarching aim is to achieve excellent service delivery by involving people in assessing and improving our support. As a result throughout 2013-

2014 we saw improved Care Inspectorate results both in terms of grades and feedback, highlighting our improved impact on society.

The grades for our Highland services have improved from 4-4-4 to 4-4-5.

The grades for our Argyll & Bute services have improved from 4-4-4 to 5-5-4.

The grades for our East of Scotland Services have been consistent from 6-6-5 to 5-6-6.



“People who use the Aberdeen and Falkirk service we spoke with rated the service as ‘excellent’. All of the people supported by the service we spoke with were very positive about the staff and the quality of care and support provided by them.” Care Inspectorate Report, Aberdeen and Falkirk, September 2014

“The organisation uses a range of ways to help service users and their families to be involved in the development of the service.” Care Inspectorate Report, Inverness, July 2013

Our workers really listen

Our SDS advice team, made up of volunteers and project workers, offers impartial support and information on SDS to individuals, families and communities.

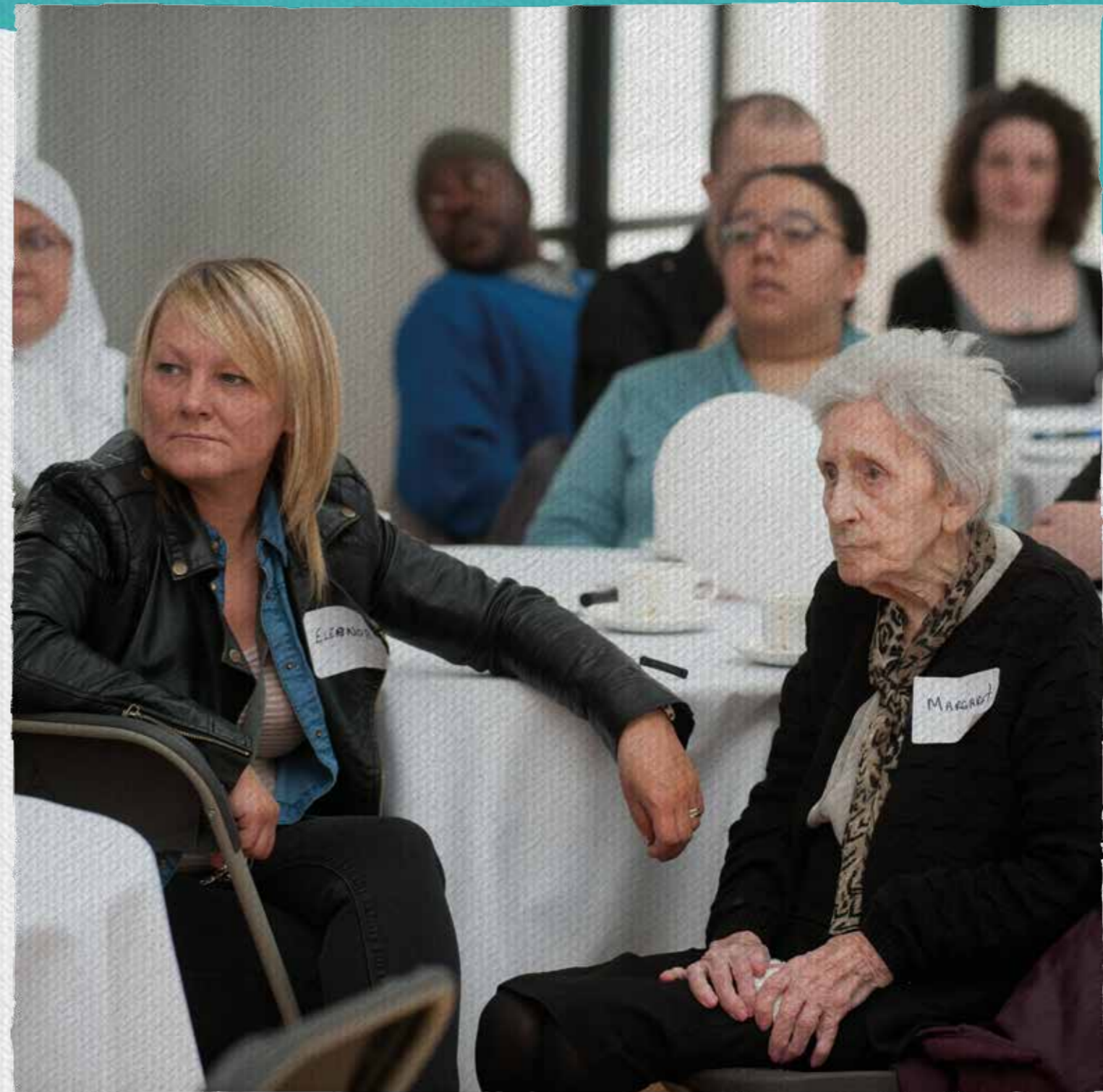
Carr Gomm began working with the MacDougall* family as deteriorating health made the long term caring commitments increasingly difficult. They first requested information on direct payments and employing family members. We also spent time with the family talking through assessment processes; supporting them to consider the issues they wanted to raise with health and social care

professionals. We then worked together to clarify the responsibilities and regulations that the family needed to consider in their new employer role. Then we helped them join the Scottish Personal Assistants Employers Network, which can support them with their payroll, tax returns and contractual obligations into the future.

“Thank you so much for all of your help so far. Out of everyone, only you and the nurse really listen. We really appreciate that you have respected us and not talked to us as if we are stupid. You have taken time and explained things really well.”

Of their personal assistant, they stated: “It’s working really well. This is the first time in years that we’ve asked for help to look after Angus*. I’m able to get a break now and I can go fishing which is great. It’s a weight off our shoulders. We want to keep in touch with Community Contacts to support us in the review we have coming up with our social worker.” MacDougall* family

This project is supported by the ‘Building the Capacity of Support Organisations’ Fund (SDS in Scotland-Implementing the National Strategy) provided by the Scottish Government



Develop our staff's skills and knowledge to allow a consistent but flexible service



Carr Gomm set out to secure our culture within the organisation by ensuring clarity about what we do and how we do it. We aimed to use our knowledge and skills to diversify into new areas of work. Our initiatives included improving training to increase effectiveness, having the ability to share and act upon organisation experience and knowledge and to incorporate recognition into the culture of the organisation.

In 2013, Lucy hosted several dinners with groups of staff all over Scotland. These events were both enjoyable and very constructive; and confirmed that some of our best ideas for development come from those who are delivering our services.

- It was suggested that we offer GPs some value added from our service. This led to us setting up Community Compass. This is a 'social prescribing' project working in Craigmillar, Edinburgh. This service supports individuals to improve their

health and wellbeing enabling them to improve their self-management

- The Interest Sharing Project in Edinburgh was established due to an idea from staff to promote the role of volunteers and befrienders.
- More help was requested around knowledge of the benefits system and working with housing associations. We responded by offering further staff forums in order that our staff could assist people we support with their finances.

Our focus on staff development was recognised at our Investors in People audit in 2013:

"You have an incredibly loyal and dedicated team of support staff that are committed to deliver the best service they can for the people they support." Anne Harrow, Investors in People Assessor, 2013



59% of managers are fully qualified for SSSC registration purposes.

We held our first Time To Shine Staff Awards at our Annual General Meeting on 29 November 2013. This was to ensure we embedded a culture of recognition throughout the organisation. The awards included 3 distinct parts:

- Presenting certificates to all staff who had completed their SVQ in the past year.
- Presenting 12 years' service badges to 15 staff members who had worked for Carr Gomm for 12 years or more.
- Announcing the winners of the Time to Shine Awards categories:
 - Team of the Year
 - Most Inspirational Individual
 - Most Innovative Individual or Team

"I was delighted to receive the award, I felt a satisfying sense of achievement and that my hard earned efforts had been acknowledged. It also empowered me to continue to seek new challenges. My team of lovely volunteers was proud and thrilled and confident I was the winning candidate. They also felt a sense of united achievement and pride. This encouraged us all to maintain the same standard of enthusiasm." Ania Couston, Most Inspirational Individual Winner 2013

Carr Gomm believe in continuous improvement and knowledge sharing. We feel this not only allows our staff to develop and reach their goals; but also ensures that the people we support are receiving the best possible service. We feel that mentoring provides a great opportunity for knowledge to flow through the organisation.

“Mentoring has been incredibly instructive in my understanding of how other Service Managers operate and the challenges they face - and most crucially mentoring discussions have provided support to meet some of these challenges... [That] space and time to reflect on how I respond to problems is the most helpful aspect of mentoring for me.” Fiona Fergusson, Finance Service Manager



“I have always enjoyed my mentoring group... It gives you a safe platform to share with your colleagues any concerns you may have and I have always felt a sense of closeness to my fellow colleagues after a session as we have all just shared the same experience. It has given me confidence to believe in myself and think things through. Sharing this experience makes us stronger as a team.” Mandy Hay, Service Manager, Midlothian Visiting Service



“Participating in a managers’ mentoring group has been invaluable to my role as Service Manager. Being able to discuss complicated or difficult issues with other Service Managers enables those in the group the opportunity to explore and reflect in a safe and supportive environment.” Rhona McGilp, Service Manager, Borders Service

“As a new member of staff, being involved with my mentor and my group helps me to feel less isolated and more involved in the wider organisation. Furthermore, it helps me to develop my skills as a leader and manager within a new sector. The value of mentoring is that it provides us with the time to reflect on our managerial practice.” Scott McNair, Community Development Manager

Respond successfully to changes in the social welfare market

Our Mission, Values and Aims have always been to allow people we support to have more control, to increase our profile in the market place and to improve our skills to diversify into new areas. In 2013-2014 the changes in the social welfare market meant we wanted to be more innovative and offer the people we support different services. Establishing a clear suite of services and clear roles and responsibilities for staff allowed us to give people we support the most choice.

By 2014 we had tripled our fundraising and grant income to £627,706.

2013 saw the introduction of Balanced Scorecards (BSC) to allow managers to have more meaningful information that contributed to continuous improvement throughout the organisation. As part of our strategy of innovation we developed more flexible

working contracts allowing us to employ a more diverse staff base. This allowed us to further impact the people we support by offering more control over their support.

One in four members of staff are able to have casual contracts - allowing further flexibility.

3% of all permanent staff have flexible contracts.



On average throughout 2013-2014 we increased the number of people we support by 24% - demonstrating our increased impact within the community.



Due to our innovative changes we were able to win some large contracts and further develop our impact in the community. These contracts included:

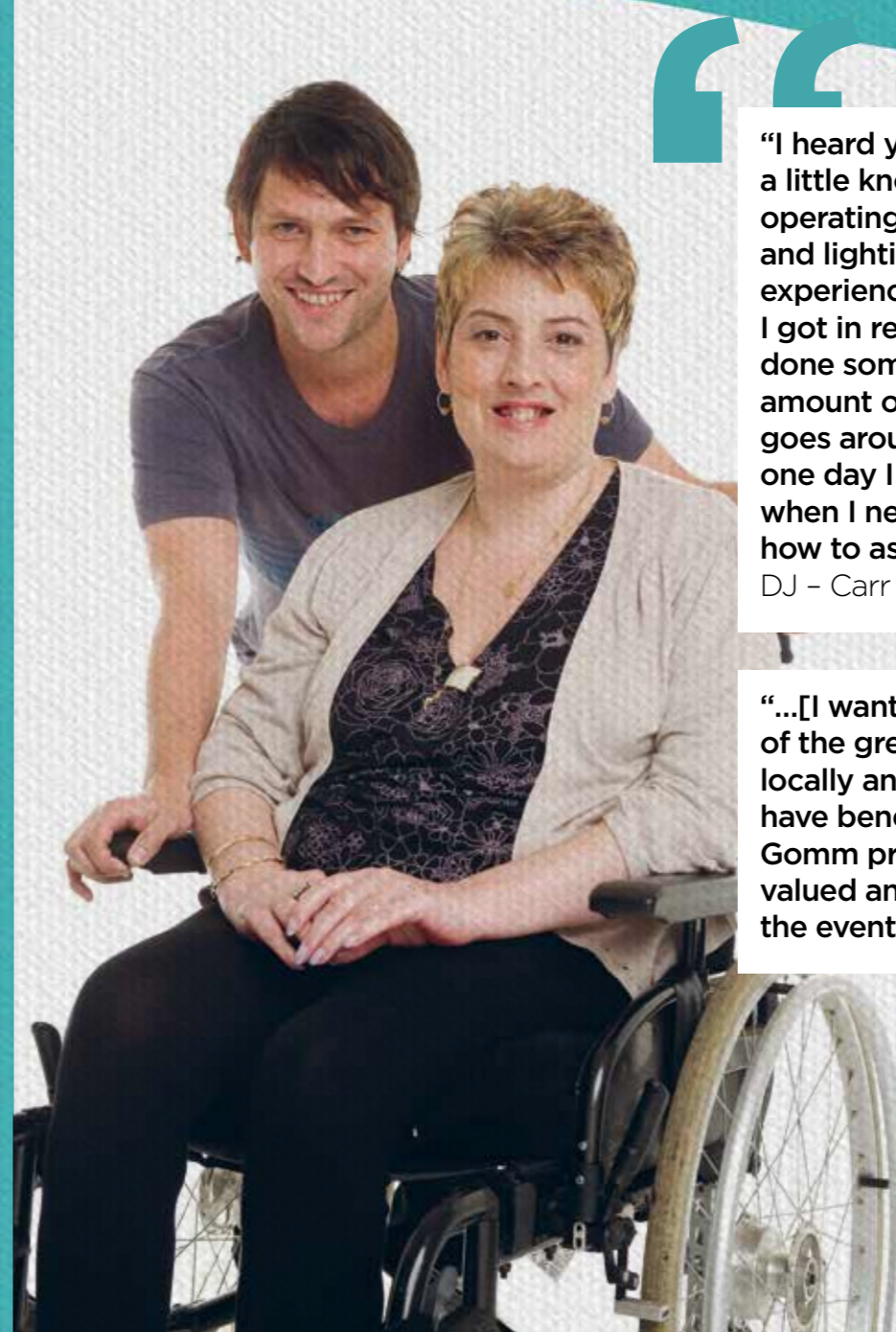
- **Moray Council - domiciliary care framework**
- **Moray Council - framework contract for the provision of care and support for individuals**
- **South Ayrshire Council - framework for care and support at home service**
- **East Lothian Council - help to live at home service for adults**
- **Dundee City Council - support for one person**

This year we have consolidated and enhanced the knowledge and skills within our Marketing Team, planned anew for the future - especially our impact in mainstream and social media - whilst continuing to deliver on a daily basis. The positive media coverage we received following the successful launch of our new Drummond Service in Edinburgh is a good example of how our efforts are paying off:



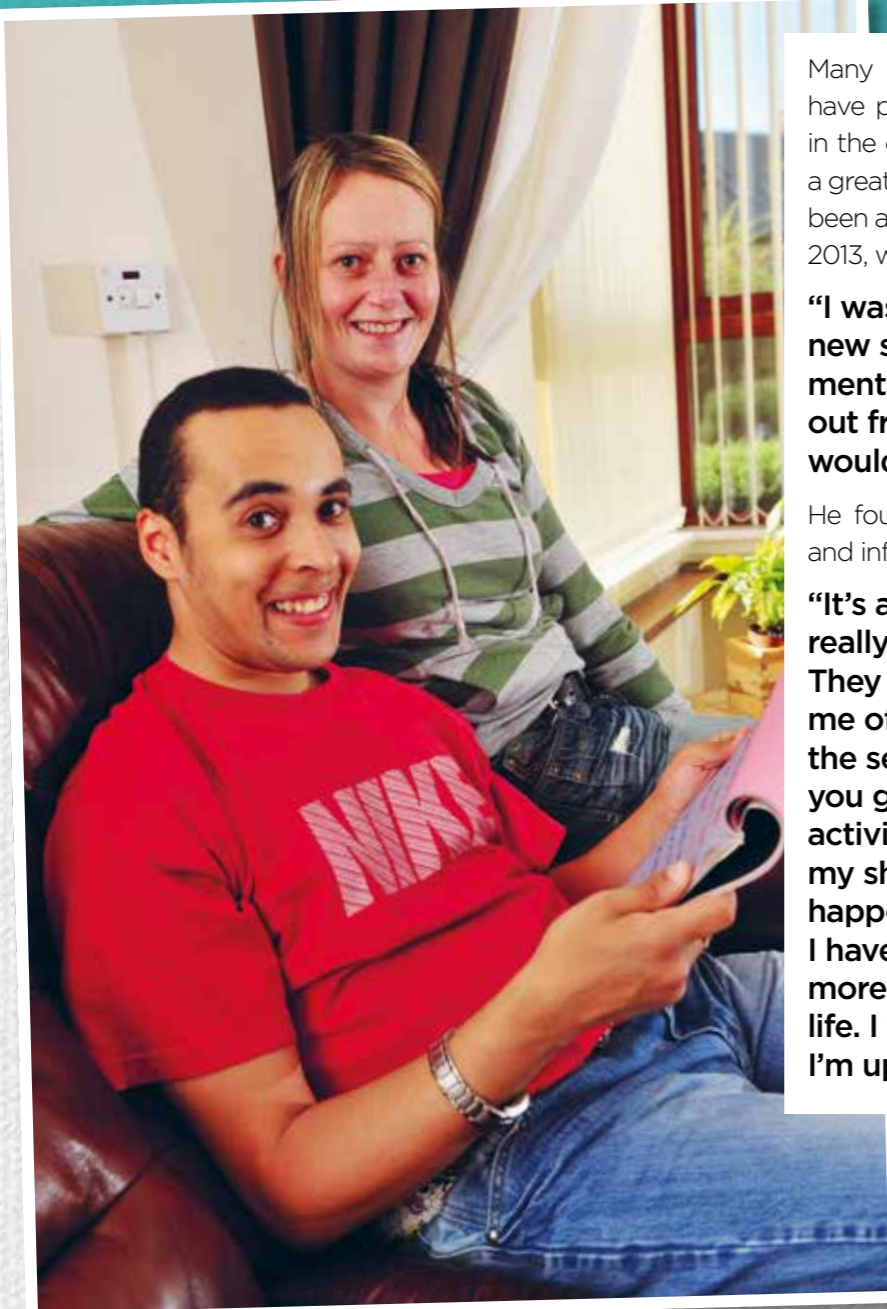
“I have seen the future... the Drummond Service now provides a home with intensive skilled support for seven people with complex needs, which has allowed them to leave the care of the Royal Edinburgh Hospital. Combining many of the best principles of health and social care service delivery, this type of service has to be the way forward in allowing people to live within communities as independently as possible, using support as and when necessary and preventing lengthy, counterproductive periods in hospital. The improvement to the physical and mental health of the seven guys who live here has been significant.”
Councillor Ricky Henderson, City of Edinburgh Council.

As part of our innovation and growth plans we increased our Community Development Team and services, which include an increase in volunteers. One example of this was the Carr Gomm Fashion show.



“I heard you needed someone with a little know how in the set up and operating charity fashion event sound and lighting ...so since I had previous experience I was happy to help. What I got in return was a feeling of having done something worthwhile for a small amount of my time. I believe what goes around comes around. Perhaps one day I will be blessed with help when I need it most but don't know how to ask.” Andi Candoo, Volunteer DJ - Carr Gomm Fashion Show

“...[I wanted to volunteer] because of the great job this charity does locally and I know many people who have benefitted from the service Carr Gomm provides. I was left feeling valued and I had a great buzz out of the event.” Karen Halkett, Volunteer



Many of our community development services have provided much-needed support to people in the community. One service that has provided a great impact is Rosebank Allotments. Ryan* has been attending Rosebank for almost two years. In 2013, when Ryan first started he stated:

“I was apprehensive at first as it was a new service. I was in a different place mentally. I was worried about coming out from the house and how people would treat me.”

He found the approach at Rosebank beneficial and informative:

“It’s a great place and the staff are really good, we have a great laugh. They would often call me to remind me of what was happening. I like that the service is not all about gardening you get a good mix. I get to pick the activities that we do. I have come out my shell and got involved in what is happening at Rosebank. I just love it. I have made a lot of new friends. I’m more confident and cope better with life. I want to stay at Rosebank but now I’m up for going to other groups.”

**Names changed to protect confidentiality*



Our approach has always been to work in partnership with other organisations to ensure our impact in the community is as wide as possible. Our knowledge and expertise have been recognised externally, further demonstrating our improved approach.

“We have always found Carr Gomm willing to work in partnership to find constructive solutions to challenging health and social care problems. They have an amazing capacity to inspire their partners and then help make their aspirations reality.” Dorry McLaughlin, Viewpoint

Community development



community
compass

Community Compass is a social prescribing and community referral project based in the Craigmillar area of Edinburgh. The Community Compass project works to achieve its aim of supporting people to improve their health and wellbeing by enabling individuals to take steps to do things for themselves and take advantage of the support and services which are out there for them.

- We made 81 separate referrals to groups and organisations which have been able to support people to address socio-economic issues. These have included benefits advice, employability, volunteering and emergency support with food and clothing.
- In the year 84 individuals have engaged and received a service
- 25 people have successfully finished their support
- We support people with a range of issues. 79% have anxiety, depression or are socially isolated, or some combination of the three. 41% experience all of these, typically related to life circumstances, for example, poverty, debt and/or having to manage a long term chronic condition.
- Men are often a group who are identified as hard to engage with but we have engaged with 31.

Our relationship with staff at the Craigmillar Medical Group has also developed:

“We are delighted to be working with Community Compass and consider ourselves extremely fortunate that we are able to use them to help our patients, particularly in areas of self-management which is difficult for us to monitor without their support...The good thing about Community Compass is that the support given is tailored to the individual’s needs which makes it much more likely to succeed than a “one size fits all’ type of approach.” GP, Craigmillar Medical Group

This project is supported by the self-management IMPACT Fund for Scotland provided by the Scottish Government, administered by Health and Social Care Alliance Scotland.



community
contacts

Community Contacts is designed to provide impartial information, advice and support to individuals at all stages of the Self-Directed Support (SDS) journey in Argyll & Bute.

We facilitated a five session long induction programme, ‘The Big Volunteer Welcome,’ involving 25 hours of shared learning.

We continue to work with cross-sector organisations including community groups. Our support with individuals and families has increased since April 2013. We have concluded support with five people/families and continue to support a further 14.

We are largely still supporting our first cohort of individuals and families. We currently have 100% satisfaction rates from individuals and families we are supporting

“We’re all here for similar reasons; to help in the community. If we all pull in the same direction, we’ll get there.”
Volunteer, Community Contacts

“I will share my knowledge gained today and the importance of listening and treating people with dignity.”
Member of Argyll Community,
Community Contacts Event

“You have no idea how much you have helped me and my family. If it was not for your help I honestly think I would have been in hospital myself. We know you are in our corner.” Person we support, Community Contacts



Supporting positive change – Karen’s Compass Experience

Karen* saw a leaflet about Community Compass in her GP’s waiting room and referred herself to us. She was unemployed and had some health problems which meant she struggled to do certain types of jobs – she was therefore interested in employment support. As the working relationship developed however, Karen disclosed that she had a history of abuse and was suffering from mental health problems as a result.

While our worker acknowledged that a referral to a local employment support agency could be helpful, she also explored support options which could enable Karen to recover from the trauma in her past. She shared this information with Karen who agreed that some counselling would be helpful.

We supported Karen to attend some social activities in the community whilst a referral to a specialist agency was made. She enjoyed meeting new people and her confidence grew. She accepted help with her benefits and started counselling sessions. Over a period of several months Karen has moved on to the point where she does regular weekly activities including her counselling, social and therapeutic activities (which she can now attend on her own) and reports that she feels much better. She is hoping to start volunteering soon as a step towards work and now plans to study counselling skills herself as she would like to be able to assist other people to benefit from this as she has.



Service growth and innovation

In 2013-2014 each service set out their own objectives for growth and innovation. These were in line with national objectives and our mission and values. This included financial growth, increase in the number of services, an increase in the amount of people we support and diversifying our service to offer more choice and control.

Drummond service

The newest addition to Carr Gomm's Edinburgh Services is the supported living service in Drummond Place. Located over three floors, the townhouse operates as an intensive mental health support service for seven men who have previously experienced long-term psychiatric care, both in hospital and in the community. This service was set up in partnership with Viewpoint Housing Association, NHS, City of Edinburgh Council and Carr Gomm.

The set-up of Drummond Place began in August 2013, with the first resident taking up his tenancy in late September. By November, all seven tenancies had been secured and each resident successfully moved in.

The needs of each resident differ greatly and although they all benefit from support to maintain good mental health, staff have also had to accommodate the physical needs of the residents where required. By adopting a person-centred approach, the team have created individual plans which not only support the residents with the tasks of everyday life, but these also have allowed each individual to start to move toward a more active and independent role, by being part of the wider community.



Borders service

The Borders service began in March 2013, working in partnership with NHS Borders and Scottish Borders Council. The focus of the service is on rehabilitation and recovery; supporting people with severe and enduring mental health problems who have experienced lengthy periods in hospital to return and re-establish themselves back in to the local community. There are no services similar in the Borders specific to supporting people with mental health problems. Indeed it is something that many within the Community Rehabilitation Team have been excited to see come to fruition.

The service is located in the centre of Galashiels and is based on a core and cluster model. The core service supports five individuals based in Douglas Bridge House, with a staff base also located in the same building. The cluster properties, are located within a ten minute walking distance from the core service. The Community Rehabilitation Team refer individuals based on suitability for the core and cluster service; with those referred to the core service requiring a greater level of support. The referral panel, comprising of senior managers from NHS Borders, Scottish Borders Council and Carr Gomm decide on the suitability of referrals. The service aims to support people to progress from the core service to the cluster service within a set time frame, support and encourage people to improve their mental health and well-being, as well as reduce hospital admissions.

The success of the service has been because of the partnership between the Community Rehabilitation Team and Carr Gomm. Due to the nature of the service, it is appreciated that individuals will require spending periods in the rehabilitation hospital, the Brigs. Therefore, the CPN and staff at the Brigs give Carr Gomm staff advice and support wherever necessary. Furthermore, each week there is a multi-agency meeting named the Implementation Group, to discuss the people we support as well as the service overall. This group has been integral to the success of the service to be able to develop a quality service and ensure any issues that may arise are rectified immediately.



Glasgow south integrated service

This service provides group activities for people requiring support in the South of Glasgow. These groups include walking, allotment management, yoga, cycling and sailing.

This innovative approach to support has allowed people to choose what groups and activities work best for them. People we support are actively encouraged to provide feedback and shape the development of the service.

There are many reasons why people joined the service including help with recovery, to get out of

the house, to meet people, to get fit, to improve their confidence and to have something to look forward to.

In Glasgow, we have also recently accepted our first referrals for our Mental Health Outreach Service – specifically for people choosing to access Carr Gomm services under Self-Directed Support arrangements. The service is delivering around 50 hours per week – a great start – with plenty more scope for growth.

“The activities made a great difference and helped in my recovery.”

“Activities provided distraction.”

“Helped build my confidence.”

“Helped my depression.”

“Pretty much back to how I was.”

“My sister sees a difference; it has helped family relationships.”



Falkirk service

The team at Broomage Crescent routinely and creatively involve people who have very complex difficulties and who have very little or no verbal communication.

Some people might regard these difficulties as being a barrier to involvement but the team find different ways of making sure that people are involved. This is part of the day to day way of working in the team. They base their involvement on their detailed knowledge of the people they support and often quite subtle ways people react. In this way they can tell if people are comfortable, happy and secure. They record this information in detail. For instance, they have found that one of the people they support communicates by coughing if he is not happy about something and by using his eyes.

Support agreements are recorded on DVD so the person has a visual record they can watch. The team gather feedback from other people in the person's life including family members, advocates and even people at the church that one person attends. This way they get a detailed picture of the person's views, likes and dislikes. People were involved in deciding how the Catch the Dream funds money was to be spent and took part in the recent consultation on the National Care Standards. What is innovative is how the team involves people who might otherwise not be heard because of their communication difficulties.

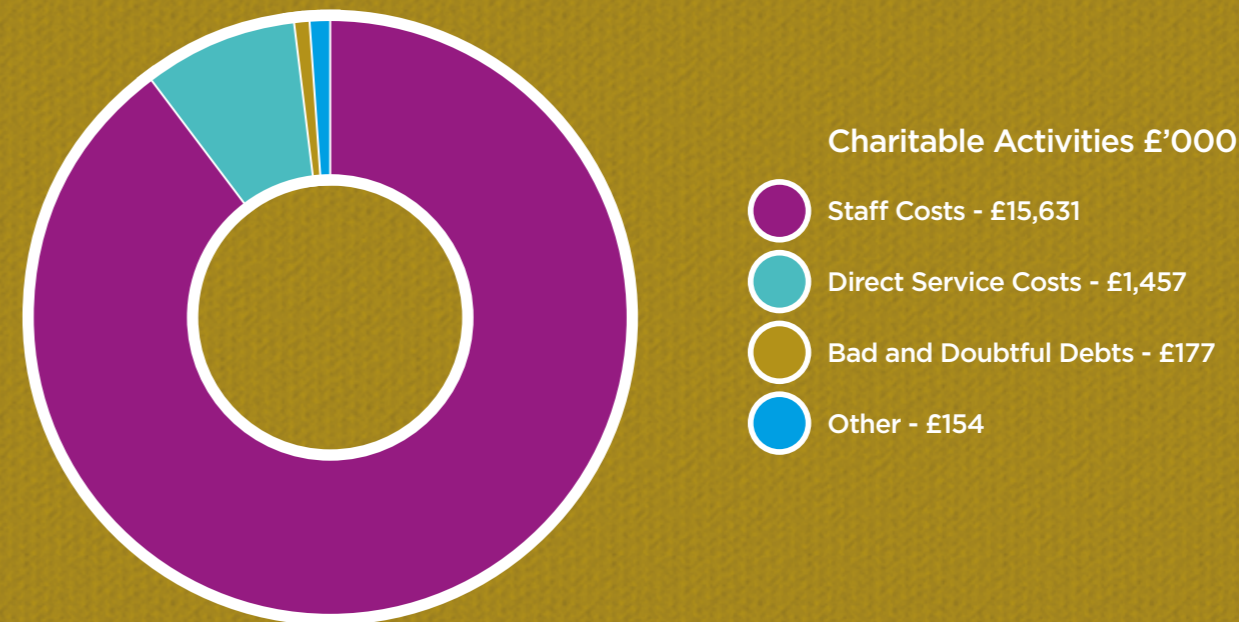
Organisational statistics

	Unrestricted Funds 2014 £'000	Restricted Funds 2014 £'000	Total 2014 £'000
Income			
Voluntary Income	43	352	395
Investment Income	50		50
Activities for Generating Funds	5	44	49
Charitable Activities	18,831		18,831
Total Income	18,929	396	19,325
Expenditure			
Charitable Activities	18,630	270	18,900
Governance Costs	88		88
Costs of Generating Funds	19	41	60
Total Expenditure	18,737	311	19,048
Net Incoming Resources	192	85	277

During **2013/14** we saw slight growth in both our income and expenditure and achieved a small surplus.

Analysis of expenditure on charitable activities

	2014 - £'000	2014 - %
Staff Costs	15,631	90%
Direct Service Costs	1,457	8%
Bad and Doubtful Debts	177	1%
Other	154	1%
Total	17,419	100%



1,788 - The number of adults and children receiving support

21,397 - The number of hours of support delivered each week

£937 - The average weekly taking from the Carr Gomm shop in Inverness

Thinking innovatively



Click Go

Click Go is Carr Gomm's award-winning software (Care Accolades 2012, 'One to Watch' category) that gives people more control over their social care support. It is an accessible web-based tool that enables people to share their preferences with their support providers, manage individual social care budgets and record progress towards personal outcomes. We are sharing Click Go with other support providers to make choice, control and independence a reality for as many people as possible. By building the capacity of other providers, we are enabling more people across Scotland to self-direct their support and lead more independent lives.

"We are delighted to be able to work with Carr Gomm in the exciting development of Click Go. This tool looks fantastic and just the sort of thing that might really enable choice and control." Head of an external organisation piloting Click Go

"I'm finding Click Go very helpful and am getting a lot out of using my tablet for Click Go and the Internet. I use Click Go mostly to find out who is next coming to visit me, and I use it to make requests for support." Click Go user

"Click Go is good, it is easy to access for me. I use it most evenings. It tells me who is coming in the mornings, which is a great help." Click Go user

Total number of external organisations piloting Click Go increased from seven to 17 within the year.

Total number of Carr Gomm Click Go users more than doubled

This project is supported by the Scottish Government through the Section 10 Adult Community Care Grant Scheme and SDS in Scotland Building Capacity of Providers Fund



Dreams can come true

Callum* applied to the Dreams Can Come True Fund for a contribution towards a holiday of a lifetime crossing the Rocky Mountains in Canada by train. He was accompanied by a Support Worker and a Relief Support Assistant - one of Carr Gomm's Board Members!

The group enjoyed the magnificent scenery and excellent on-board service. It was a truly inspiring journey through the Pacific Northwest and the Canadian Rockies that Callum had only ever

dreamed of doing and one that he will never forget.

Callum is very grateful to Carr Gomm for the contribution towards this trip. He believes it has changed his life for the better and he now feels more confident in achieving goals at home. The impact this trip made will be felt well into Callum's future.



Ready to take on the rest of my life again

Catherine* had requested support to regain her confidence and to begin participating in the local community. Our Glasgow team worked closely with Catherine to ensure her support package met her

outcomes. Within three months Catherine and her support worker felt she was able to stop receiving support from Carr Gomm and take ownership of her own life.

"I have only positive things I can say about the support I have had from Carr Gomm. Right from the first day I felt positive about what support I was going to receive and the support I got didn't disappoint...my worker was positive about how far I could go right from the start and gave me the confidence to believe in myself again...Thanks for everything. I feel ready to take on the rest of my life again."

Between 2013-2014 over 550 people no longer required support as their outcomes were achieved.

**Names changed to protect confidentiality*

It has been an exciting year of consolidation and innovation within Carr Gomm, as illustrated by this very full Impact Report. Everything we do in the organisation is about creating and developing services that deliver what each individual person needs to ensure a full, safe and valued life. Our objectives each year drive forward what we can improve on and innovate and our report gives a flavour of the impact we have had doing this in a very busy year.

Our success has meant we have continued to increase the number of hours of support delivered throughout our accommodation based supported living services, we have developed our home care services across Scotland and added significant Community Development projects that fill in gaps in traditional service delivery. In the current difficult funding climate we have and are doing a lot very successfully but this needs our constant vigilance to ensure we spend the income we receive on what we agree is the right direction for Carr Gomm and Social Care.

We would not achieve all we do without the support and leadership of our voluntary Board members. They give their time and wisdom generously and I thank them for this. We welcomed a new Chairperson Anne

Austin and said a fond farewell to Anne Connor who had skilfully led our governance for 6 years.

I would also like to thank all the staff in the organisation who continue to give over and above what we should expect of them. They do this because they care passionately about the people we support and believe that lives can be changed or improved with a helping hand.

We are in an excellent place to go forward with any changes which may be introduced by our partners in Scottish Government, Health or Local Authorities and are confident we can share our experience to help develop the next generation of services.

Let's all continue to work together to ensure we deliver the best services in Scotland.



Lucy Wren

Lucy Wren
Chief Executive

A year to think differently

Thank you

Carr Gomm would like to thank all of its supporters especially those listed below for their generous donations and funding over the past year:

- Health and Social Care Alliance Scotland
- Scottish Government
- Big Lottery Awards for All
- The Esmee Fairburn Foundation
- Argyll & Bute Council Third Sector Grant
- ARISE Dundee
- Santander Foundation
- Clydesdale Bank Foundation





Supporting People & Communities

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