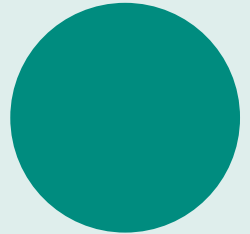
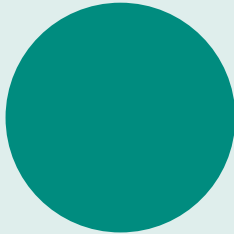


Annual Review 2006



Acknowledgements

We would like to thank all our funders, without whose support Breakthrough UK would not have been in a position to carry out the work referred to in this Annual Review:

European Social Fund
Liverpool City Council
Manchester City Council
National Institute for Adult and Continuing Education (NIACE)
The Big Lottery Fund
The Neighbourhood Renewal Fund
Volunteering England

Partnerships

We work in partnership in many ways and at many levels. Our funders are, of course, significant partners, but we would also like to acknowledge a range of others:

Chamberlink
Department for Work and Pensions
Department of Trade and Industry
Disability Rights Commission
Employment Related Services Association
Groundwork EBS
Jobcentre Plus, locally, regionally and nationally
Manchester Deaf Centre
Manchester Disabled People's Access Group
Manchester Learning Disability Partnership Board
Manchester People First
Merseyside Disability Federation
North West Disability Arts Forum
North West Regional Assembly
North West Regional Development Agency
North West Training and Development Team
Positive Action North West
Sheffield University
The Greater Manchester Coalition of Disabled People
Trafford Disability Partnership Board
...and all the other organisations we would mention if we had space.

Contents

Acknowledgements	2
Partnerships	2
Contents	3
1. Chair's Comments	4
2. Aims and Mission Statement	5
3. Chief Executive's Report	6
4. Employment Support & Training in Manchester	8
5. Employment Support in Liverpool	10
6. Volunteer Project	12
7. Training and Consultancy	13
8. Independent Employment Advocacy & Information	15
9. Rooms & Facilities	16
10. Policy Think Tank	17
11. Getting Ourselves Known	17
12. Breakthrough Developments	18
13. Financial Summary	20
14. Who's Who at Breakthrough	22
15. Contact Us	23

1 Chair's Comments



2006 has been yet another fast paced year of changes for Breakthrough. We have increased our national presence considerably whilst keeping our hand in on a local and regional level. For example, we continue to contribute to DEAC which enables us to have a direct influence over Government policy makers, whilst a move towards our influencing a wider equalities agenda is beginning to take seed.

A stronger presence for the Policy Think Tank is envisaged for the next few years, particularly in light of the doors closing at the Disability Rights Commission, the imminent setting up of the Commission for Equality and Human Rights (CEHR), and the changes this will inevitably bring.

Nationally we have seen a further punitive push on Welfare Reform, the withdrawal of the Access to Work scheme from government employees, and the establishment of the national committee 'Equality 20/25' by the Office for Disability Issues – a disappointing move away from the original proposal for a National Forum for Organisations of Disabled People. In such a time of change and uncertainty the core values of Breakthrough have remained unchanged, and working from a social model perspective we have supported close to 500 disabled people through our employment related work in 2006.

The 2005 DDA Disability Equality Duties placed on public bodies in 2006 have given Breakthrough an opportunity for greater involvement with public bodies and we have already been recognised as a leading player in helping co-ordinate, manage and train public bodies for both the involvement of disabled people and the agenda setting for what will be required to move public bodies closer to disability equality as both service providers and as employers.

Our Board and staff have grown from strength to strength and recent internal restructuring will, I'm sure, help us meet the new challenges ahead of us.

Our staff have been inspirational, committed and enthusiastic about the changing and evolving roles Breakthrough has played and are gearing up

for even greater challenges ahead. We are opening new premises in 2007 for our training provision in Northenden, which should increase our local presence even further. We have commitments to working on a range of national, regional and local disability equality schemes and have proposals for widening Breakthrough's remit even further in 2007.

All of this progress would have been impossible without the ongoing commitment and positive attitudes of staff and Board members, and my personal thanks go out to them for all they have done to help Breakthrough UK achieve its potential in 2006 and beyond. In December 2007 we celebrate Breakthrough's 10th anniversary, where we hope to see many old friends and welcome the next 10 years of leading edge work.

Jackie Driver

Chair

Breakthrough UK

2 Mission and Aims

Our Mission:

To promote the **rights, responsibilities** and **respect** of disabled people.

Aims:

To support disabled people to play a full, economically active role in society by:

- working with individual disabled people to support them to be independent, to seek employment and develop their careers.
 - working with employers and providers to promote best practice in recruitment, retention and progression.
 - tackling the barriers and discriminatory policies and practices which disadvantage disabled people in the labour market, economy and society.
-

3 Chief Executive's Report



This has proved to be a year of consolidation with a stable Board of Directors and a relatively stable Management Team. This has meant that we have been able to do a little 'navel gazing' and make plans for further internal development, whilst continuing to deliver against our operational and strategic aims. Nationally I have continued to be a member of both the DWP Disability Employment Advisory Committee (DEAC) and the DTI Small Business Council (SBC), although

regretfully, with six months of my term remaining I tendered my resignation from the SBC in December due to work pressures.

Other national activities have included raising the issue of disabled people's organisations' consistent loss of core funding which had not been addressed at the Third Sector Review consultation meeting on the Corporate Spending Review – this was instrumental in leading to a consultation meeting for disabled peoples' own organisations. I was also the main speaker at the government's Equalities Review in Manchester, highlighting the need for disability to be central to the development of the new Commission on Equalities and Human Rights. Presenting to the Housing Studies Association on disability and regeneration in respect of private housing was a change of focus, though still very relevant to employment.

Regionally our main activity has been to successfully support the development of the statutory Disability Equality Scheme at the Northwest Regional Development Agency, including establishing a reference group of disabled people from across the region. I also spoke on disability and employment to the Government Office North West (GONW) Strategy Board at one of their planning days.

At a local level we have supported the work of the Manchester Centre for Independent Living (CIL) development group, contributed to the Manchester Learning Disability Partnership Board and chaired the Board's Employment subgroup. In Trafford I have chaired the newly-established Disability Partnership Board through its first year of planning and building links with the Local Strategic Partnership.

We have had our share of successes and disappointments in 2006, including not winning any contracts through bidding to other local authorities. Our determination to learn from these particular setbacks has been thwarted by the failure of commissioners to give anything like useful feedback. However,

our failure to get continued funding for our hugely successful volunteers project is our main regret. On a brighter note, our Independent Advocacy project successfully gained £1/2 million for expansion and development over the next four years and we managed to avoid potential redundancies.

Operationally we have been pleased that the two year option to extend our employment and training contract with Manchester City Council is to be exercised, and a contractual recognition of the policy work delivered is being added. Other contract changes have led to the staged closure of existing training sites and the development of a new site in Northenden, due to be formally opened early in 2007.

In terms of staffing, we parted company with our Business Manager in March, and rather than move quickly to a replacement we decided to review the management structure and align it with plans to develop the Board of Directors and the way it operates. This has led us to making all four Resource Managers responsible directly to the Board, and to establishing subgroups of the Board aligned to those responsibilities. These changes are still bedding in and 2007 should see them reviewed, refined and working to our benefit.

Our new staff appraisal system has been working well, linking activity and performance to our strategic and operational aims, and delivering good feedback from staff on the implementation of the system. Our salary review was completed; needless to say, not everyone was satisfied with either process or findings, but we did learn from the experience and ongoing work with a diverse staff group has been put in place.

In March we created a small garden area and planted a cricket willow tree in memory of Kevin Hyett, the founding Chair of Breakthrough. This was made possible by kind donations from Kevin's workmates and his employer, Shell UK. As a serious cricket fan, if not a gardening fan, we hope that Kevin would have approved.

And finally, in 2006 I got married! My thanks to the Breakthrough staff for their kind thoughts and presents, and for decorating my office (I think!). As always, most of my work takes me out of the office but without staff delivering the services and running the company I would not be able to operate – so my thanks again to all Breakthrough staff for their work and support. My thanks also go to the Board for their time, their guidance and their direction.

Lorraine Gradwell

Chief Executive, Breakthrough UK



4 Employment Support & Training in Manchester

Employment

Manchester Employment Team has had another successful year, meeting or exceeding targets. We continue to provide an excellent service which is client led and gets results.

In 2006:

- 314 people benefited from our employment service.
- 15 people were supported into paid employment.
- 33 people were supported into voluntary work.

In 2006 the team stepped up their outreach work to other organisations, delivering presentations across the city to colleges, adult education providers and disability organisations to mention but a few. This has led to more referrals to our service, which means that we are busier than ever.



Training

The Training Team has continued to provide high quality, individualised, employment-related training to disabled people through a year which has brought a lot of change. An exciting new flagship training site is being developed at a prime location in Northenden, South Manchester. The new site will house a retail outlet, I.T. training suite and state-of-the-art meeting rooms for use by trainees, volunteers and external organisations. The Retail and Access Training Sites were closed down late in 2006 in preparation for the move, which will take place in early 2007.

In 2006:

- 64 people benefited from our tailored training in areas such as IT, Administration, Retail, Woodwork, Horticulture and a Recycling Round.
- 10 people developed independent travel skills through route training.
- 2 trainees passed the European Computer Driving Licence (ECDL) and a further 6 are working towards the qualification.

The year has seen a fruitful partnership develop between Breakthrough and Debdale Park. Some trainees have gained skills from tending allotments and ornamental gardens at the park, while others have been busy making garden benches, bird tables and decorative wheelbarrows using templates from the Access Site.



In return for the use of the facilities at Debdale Park, Breakthrough Training Supervisors are sharing their knowledge of National Skills Profile (NSP) qualifications with Manchester City Council's Day Services staff. This means that more disabled people will gain recognised qualifications from the work they do at the park.

George had not worked for several years after a serious accident. At the Breakthrough I.T. Training Site he developed his computer skills and was soon using his knowledge and training background to assist others. George was eventually successful in an open recruitment process, securing a full time job as a Training Supervisor at Breakthrough. He says:



“After being out of the job market for so long, I found the staff approachable, willing to help and most importantly, supportive.”

Ghazanfer used Breakthrough's I.T. Training Site to study SAGE accounting. With the support of an Employment Officer, and with his new-found skills and confidence, he was successful in securing a job as a Finance Worker. About his situation before coming to Breakthrough, he says:

“I had been trying very hard to find employment but it had been looking impossible, because I had applied for so many jobs and been unsuccessful on each occasion, I believe that was due to my disability. I faced discrimination on more than one occasion, and felt very disheartened, disappointed and alienated. I thought I could never play a positive role in society due to my lack of confidence at that time.”



Dale came to Breakthrough looking to develop his I.T. and administration skills so that he could get a more challenging job. He passed the European Computer Driving Licence with flying colours and, with support from the Employment Team, was successful in getting a job as an Administrator. He says:

“The support I received with regard to completing application forms and interview skills has been excellent... When they phoned me and asked if I would like the job I couldn’t believe it. I thought ‘*somebody has finally given me a chance.*’”

5 Employment Support in Liverpool

Liverpool Employment Team has enjoyed another very successful year working with employers and clients in the delivery of their contract. The team has marketed itself effectively, meeting with over 40 other agencies to raise the profile of our service. Our second annual open day was well attended by clients, employers, training providers and other interested parties who took the opportunity to learn more about our work.

In 2006:

- 24 people were supported into paid employment.
- 34 people were supported into training or further education.
- 21 people were supported into voluntary work.



With our support **Anna** quite quickly found a job supporting disabled students at Liverpool Hope University. When Anna decided to look for another post, we supported her in improving her presentation and interview skills. Anna secured a job as a Volunteer Co-ordinator for Imagine, a local mental health support organisation. She has progressed in the role and has now also been given responsibility for education and training.

Gerard had been unemployed for a number of years before coming to Breakthrough in July 2006. He initially felt that he had very little prospect of finding employment because of his age and impairment. We supported him in job searching, confidence building, C.V. writing, application forms and interview skills. His Employment Officer found him a voluntary placement working at a local leisure centre. In September Gerard got a job as a Health Trainer with the Scarman Trust. Gerard says

“Breakthrough helps people to find work and offers guidance and advice”.



Thomas had never worked before joining Breakthrough in 2006. He was interested in catering, having completed a number of courses at college. With support from his Employment Officer (EO), Thomas is now volunteering as a catering assistant. He says:

“Breakthrough UK offers a unique service compared to other organisations. I can contact my EO when I need him.”



6 Volunteer Project

In March 2006 funding from Volunteering England for our inspirational Volunteer and Peer Mentoring Project came to an end. Determined efforts to find alternative sources of support were unsuccessful, and after funding the project from reserves for a further six months we had to close it down.



The project has supported a total of **50** volunteers working in offices, theatres, museums, shops, community centres and a host of other interesting locations across the region as well as at our Head Office. Many of the volunteers have achieved recognised qualifications through the National Skills Profile (NSP) and developed work related skills while enjoying the social contact which comes with a working environment. A hugely effective part of our approach has been the training of **15** volunteers as peer mentors who are able to share their experience and skills with others.



Chioma returned to Breakthrough in June to receive her Millennium Volunteers 100 hour award for voluntary work completed through the Volunteer Project. Chioma went on to a work training programme run by a local council, where she was able to build on the computer and office skills she had gained through the project. Chioma says:

“You have done a marvellous job because you have helped me develop my skills, change my attitudes, behaviour and manners. I have also been given the opportunity to work in an office environment. I have also developed my social skills, which will help me in life – all thanks to Louise and the other volunteers.”

David works as a volunteer at the Imperial War Museum. He thinks the Volunteer Project has given him confidence and helped him learn how to talk to people and how to react in a work environment. He says: “Breakthrough gave me a wonderful opportunity volunteering here. I work in the children’s play area, making sure there is everything they need and tidying it up afterwards. I really enjoy meeting the visitors and chatting to them.”



7 Training & Consultancy

The Training & Consultancy Department was extremely busy in 2006. In partnership with Positive Action North West, we held two conferences for senior managers in public sector organisations. These practical events focused on key information and good practice examples to help managers understand and meet the requirements of the Disability Equality Duty, an extension of the Disability Discrimination Act which came into force in December. Breakthrough was also commissioned to support the production of the North West Development Agency’s Disability Equality Scheme, a



sizeable and complex piece of work which involved the recruitment, development and facilitation of a reference group of disabled people from across the region. In partnership with the Disability Rights Commission (DRC), we held an event to inform and empower

disabled people in relation to the new legislation. We also assisted the DRC in the production of its own Disability Equality Scheme, both as external stakeholders and as commissioned facilitators of their involvement meetings with disabled staff.



“Very informative and practical.”

“Lots of food for thought. I feel I need to go back to my organisation and ensure that other key officers are fully aware and trained on disability issues.”

“Very professional day, well organised and presented.”

Other Key Achievements:

- Major contract to deliver briefings on the Disability Equality Duty to all Councillors and Disability Equality Training to all managers in Trafford MBC.
- Disability Equality Training delivered to managers of a housing association in Hampshire.
- Training delivered to Advisers at Jobcentre Plus in Manchester.
- Workshop for women’s organisations entitled ‘Welcoming All Women’ which focused on removing barriers to participation experienced by disabled women.
- A Train the Trainer course for disabled people wishing to develop the skills and confidence to deliver training on disability issues. This was funded by a grant from Awards for All.
- Training and Consultancy income doubled in 2006.
- Centre Accreditation awarded by the Open College Network.

8 Independent Employment Advocacy and Information

2006 was a bumper year for the Independent Employment Advocacy Project with all targets exceeded by a wide margin. Our advocates worked intensively with 68 disabled people, enabling them to effectively deal with the employment barriers they were facing.



Our information service responded to **191** direct enquiries this year from disabled people, service providers and employers. These were on a range of topics related to employment, tackling barriers at work and policy on disability and employment. In addition, the project distributed good practice information to approximately **500** organisations and individuals each month through e-bulletins, factsheets, resources and online materials.

Introducing the New Independent Employment Advocacy Centre

In 2006 Breakthrough was awarded £500,000 by the Big Lottery Fund's 'Reaching Communities' programme to expand and develop our Independent Employment Advocacy provision and the Centre started its work in November.

From early 2007 we will be based at Breakthrough's Head Office, providing outreach support to people and organisations throughout Greater Manchester. This will include:

- One to one independent advocacy support to challenge employment barriers.
- Self-advocacy training workshops for disabled people.
- Tailored employment information for disabled people and organisations/employers.
- A drop-in facility for accessible information and resources.
- Monthly e-bulletins.
- Quarterly magazines based on disabled people's experience of employment barriers and using their rights.

- Regularly updated fact sheets and reports.
- Outreach information and advocacy ‘surgeries’.
- Online resources and toolkits for disabled people and employers.

Comments:

“I felt I was at the end – I could not have attended appointments without your support. Thank you so much.”

“I could not have managed alone with the stress of three months chasing the claim by myself.”

“Thank you for your support with my job applications; it helped me to feel more confident in my interview and to prepare thoroughly.”

9 Rooms and Facilities

Breakthrough’s Administration / Buildings Team are again credited for providing the day to day support essential to the smooth running of the organisation.

Key Achievements:

- A major increase in room bookings and income from both existing and new customers.
- Analysis of evaluation forms shows that over 90% of people using our rooms rate the service and facilities as good or excellent.
- Administrative support to other organisations, such as The Greater Manchester Coalition of Disabled People.
- Facilitating several high profile events at the BEVC site, including three Disability Equality Duty conferences and the Breakthrough UK Manchester Open Day.
- A staff skills audit and creation of a recording system for staff training.



10 Policy Think Tank

Created in 2005, the Policy Think Tank aims to:

- influence government, or other strategic bodies, on matters to do with disability, from a 'social model' perspective.
- provide briefings on current matters to do with disability, for general dissemination.

Since its formation the Policy Think Tank has addressed Census issues, the setting up of the Office for Disability Issues and the government's welfare reform agenda. In 2006 the Think Tank considered the funding crisis facing many organisations of disabled people and committed itself to reviewing and developing the social model of disability in a modern context.

Documents produced by the group have been disseminated to government departments, organisations of and for disabled people, trades unions and other strategic organisations. All Policy Think Tank reports can be viewed on our publications page at: www.breakthrough-uk.com.

11 Getting Ourselves Known

In 2006 everyone at Breakthrough contributed to raising the profile of our unique organisation.



Achievements Include:

- Highly successful open days and events in Manchester and Liverpool
- New information packs
- Continued website development and growth in visitor numbers
- Media coverage, including features in **Able** magazine and **Diverse Liverpool** magazine
- Partnership events with Chamberlink and Groundwork EBS to promote Corporate Social Responsibility within the private sector
- Presentations, jobs fairs and consultation exercises



Awards

Breakthrough's best practice in employing disabled people was officially recognised in the **Positive Action Awards** in September. Sponsored by the North West Development Agency (NWD), the awards are a great opportunity for disabled people to be heard as only nominations from disabled people are allowed. Lorraine Gradwell accepted the award from Steven Broomhead, Chief Executive of NWD and Dave Thompson MBE, Chair of Warrington Disability Partnership.



November saw the annual **DaDa Fest Awards**, where Breakthrough sponsored the 'Emerging Performance Artist' award for the fourth year running. Organised by the North West Disability Arts Forum (NWD AF), the awards recognise the work of deaf and disabled artists. Presenting the award, Lorraine Gradwell highlighted the importance of giving opportunities to disabled artists.

12 Breakthrough Developments

Empowering and Listening

In 2006 our appraisal system became firmly established and was used effectively to motivate staff and achieve company aims. As part of our commitment to investing in the training and development of our staff, we

have conducted a skills audit. Quarterly full staff training sessions on issues of benefit to all staff will take place from early 2007 and some of these will be delivered by those identified in the audit as having specialist skills and knowledge.

A salary survey involving staff from across the company has been completed and its recommendations approved by the Board. The results of the first staff satisfaction survey were reported on and action taken to improve in problematic areas. The second survey is in progress.

Policies

In partnership with the Greater Manchester Coalition of Disabled People, the Manchester Deaf Centre and the Manchester Disabled People's Access Group, we have designed and are piloting an ethical funding policy. This policy now guides our decision making process in relation to the funding

of our activities and the partnerships we enter into. Other policies in development include an environmental policy, an ethical behaviour policy, a quality policy and a lone working policy.

Centres for Independent Living (CILs)

A key recommendation of the 2005 *'Improving the Life Chances of Disabled People'* report from the Prime Minister's Strategy Unit was that every Local Authority area should have a Centre for Independent Living by 2010. Breakthrough will hold a high profile conference for senior managers in Local Authorities and NHS organisations on March 1st 2007 to explore different successful CIL models. We are also working with Manchester City Council and partner organisations towards setting up a CIL in the city.

Breakthrough's 10th Anniversary

To mark our 10th anniversary in December 2007, we are planning to hold the first ever **Independent Living Awards**. Based around the principles of independent living, the awards will recognise those organisations which have shown commitment and innovation in promoting the independence and inclusion of disabled people. The awards will have national coverage and we hope that they will become an annual event.

13 Financial Summary

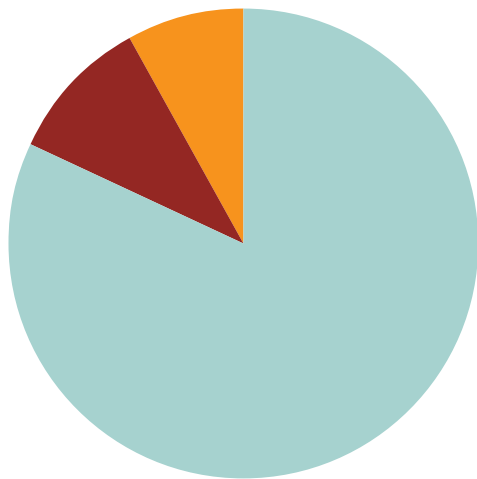
Income & Expenditure 2005/2006

Income	£000	%
Local & central government	885	82
Big Lottery	106	10
Miscellaneous income	90	8
Total	1081	100
Expenditure		
Personnel	749	69.3
Premises	129	11.9
Administration	110	10.2
Events	8	0.7
Training	34	3.1
Depreciation	24	2.2
Total	1054	97.5
Surplus	27	2.5

The above summarised financial information is extracted from the full Trustees' Annual Report and statutory financial statements, which were approved by the Trustees and signed on their behalf in December 2006. The statutory financial statements, on which the auditors, Whitehead and Co. gave an unqualified audit report in July 2006, were submitted to the Registrar of Companies and the Charity Commission in January 2007. A newly introduced format for reporting was responsible for the slight delay in submission. The auditors have confirmed to the Trustees that the summarised financial information is consistent with the statutory financial statements for the year ended 31st March 2006.

The full Trustees' report, statutory financial statements and auditors' report may be obtained from the Company Secretary, or the Finance Manager, at Breakthrough UK Ltd.

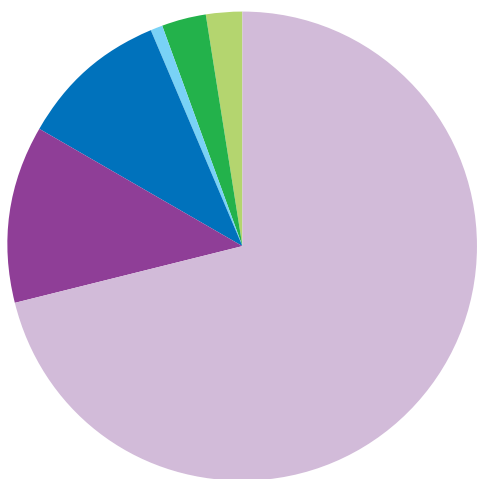
Income 2005/2006



£885,000	Local & central government
£106,000	Big Lottery
£90,000	Miscellaneous income

Total = £1081,000

Expenditure 2005/2006



£749,000	Personnel
£129,000	Premises
£110,000	Administration
£8,000	Events
£34,000	Training
£24,000	Depreciation

Total = £1054,000

14 Who's Who in Breakthrough in 2006

Directors / Trustees

Jackie Driver	Chair (Since 3rd July 2006)
Dean Cavanagh	Deputy Chair, Operations (Since 3rd July 2006)
Vivienne Stone	Deputy Chair, Strategy (Since 3rd July 2006)
Angela Madeley	Treasurer and Company Secretary
Basil Curley	Director (Manchester CC Representative since 20th March 2006)
Martin Pagel	Director (Manchester CC Representative)
Michèle Scattergood	Director (Resigned as Chair 3rd July 2006)
Noel Traynor	Director
Tom Raines	Director (Since 20th March 2006)
Sam Balkwill	Director (Resigned 18th December 2006)
Brian Harrison	Director (Resigned 5th January 2006)

Management Team

Chief Executive	Lorraine Gradwell
Business Manager	Martin Corbett (Left post 3rd March 2006)
Assistant to the Chief Executive	Gary Timperley
Resource Manager	Rob Riley
Resource Manager	Karen Taberner
Resource Manager	Theresa Cartmill
Resource Manager	Jane Touil

15 Contact Us

Manchester Head Office

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Company Registration Number: 3479742 Charity Registration Number: 1078009
Breakthrough UK is a company limited by guarantee registered in England and Wales.

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