

# Annual Review 2005

break  through  
Including disabled people



## 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  
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  
Jobcentre Plus, locally, regionally and nationally  
Manchester Deaf Centre  
Manchester Disabled People's Access Group  
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  
Tameside Volunteers' Bureau  
The Greater Manchester Coalition of Disabled People  
The University of Sheffield

...and all the other organisations we would mention if we had space.

## Contents

Acknowledgements	2
Partnerships	2
Contents	3
1. Acting Chair's Comments	4
2. Aims and Mission Statement	5
3. Chief Executive's Report	6
4. Employment Support	9
o Manchester	9
o Liverpool	10
5. Manchester Training Team	11
6. Volunteer Project	13
7. Training and Consultancy	14
8. Independent Employment Advocacy & Information	15
9. 'Jobs not Charity' Project	16
10. Policy Think Tank	17
11. Website	18
12. Breakthrough Developments	18
13. Rooms and Facilities	19
14. Financial Summary	20
15. Who's Who at Breakthrough	22
16. Contact Us	23

## 1 Acting Chair's Comments



Stepping in as acting Chair of Breakthrough UK this year from my role as deputy Chair has been both a challenge and a joy. Following from Michèle's highly regarded leadership, I have been supported in my personal challenge of giving direction by the expertise and engagement of all the Board members, for which I am very grateful.

The organisational challenge has been to deliver our objectives within the ever changing national framework of legislation and policy. This year has seen the 2005 Disability Discrimination Act (DDA) passed and the impending changes to the DDA definition of disability and public sector duty to promote disability equality ahead of us. Government reforms to Incapacity Benefit are due to be made early in the New Year and we will be both vocal on the implications for disabled people and prepared to challenge the view that disabled people don't want to work.

There are still only 50% of disabled people of working age who are employed, compared to 81% of non-disabled people, a gap of 31%. For some impairment groups the rates are even lower: for instance, only 21% of people with long term mental health conditions are working, a gap of 60% compared to non-disabled people. Breakthrough staff have risen to the challenge of increasing employment opportunities of disabled people and more importantly begun to develop strategic influencing networks in which to profile the barriers disabled people face (both getting into work and getting on in work) and work with a range of private, public and voluntary sector organisations to implement change and removal of these barriers.

Working with Breakthrough staff has been stimulating – their dedication, enthusiasm and commitment has helped shape Breakthrough UK as one of the leading organisations in the field around promoting and delivering employment and training opportunities to disabled people.

Following the lead of Breakthrough UK, large national well-funded charities have begun to change direction to promote social model and independent living approaches to employment opportunities for disabled people (to a greater or lesser degree), and even in the face of this sometimes unfair competition, Breakthrough UK has shone through as a leader in the field.

Whilst being satisfied that we have met this year's challenges with force and determination it is apparent that future challenges such as the implementation of the public sector's Disability Equality Duty, the setting up of the Government's Office for Disability Issues and the potential outsourcing of Jobcentre Plus work to the voluntary and private sector will also require clear and well defined objectives, and the resolve and spirit that Breakthrough has in abundance. So I look forward with confidence to future challenges and the innovative solutions that Breakthrough will deliver.

### **Jackie Driver**

Acting Chair of the Board of Directors and Trustees,  
Breakthrough UK Ltd.

## 2 Aims & Mission Statement

### **Aims:**

Breakthrough UK Ltd. is an organisation controlled, in the majority, by disabled people and commits itself wholeheartedly to the two following aims:

- 1) We will work with disabled people on a one-to-one basis to support them to be independent and to seek paid employment.
- 2) We will work to tackle the barriers and discriminatory policies and practices which disadvantage disabled people in the labour market.

### **Mission Statement:**

Breakthrough UK Ltd. is set up to provide training, employment and business opportunities to disabled people within the social model of disability.

It is a company controlled and managed, in the majority, by disabled people to research, develop and deliver appropriate services which promote and support independent living for disabled people.

The social model of disability recognises that people with impairments have certain living conditions and situations imposed on them; they are disabled by these impositions. Given that these conditions and situations are created by our society, it follows that they can be removed by society.

### 3 Chief Executive's Report



Once again it seems I have a rather turbulent year to report at Breakthrough. Having settled in nicely over the previous year, our new Chair Michèle Brookes gave birth to baby Mia extremely early and has had to step back from Breakthrough for now. Jackie Driver has taken on the role of Chair, supported by Vivienne Stone as deputy Chair. Both women bring a wealth of knowledge and experience, and my thanks go to them both for their support and guidance. We hope Michèle will be able to return to the Board soon.

Out on the golf course I have been re-appointed for a further 3 years to the Disability Employment Advisory Committee at the Department for Work and Pensions, where this year I have led the project group on Employer Engagement. I have also been appointed for a further 2 years to the Small Business Council at the Department for Trade and Industry, where I am now the 'disability champion'. This new role, along with BME and Women's champions, will be developing throughout the coming year and I aim to make an impact on enterprise support for disabled people.

On a regional level, we are involved with the North West Equality and Diversity Group, which has been central in developing the Regional Equality and Diversity Strategy and will now focus on working with regional bodies and agencies to take this forward.

In Manchester and Liverpool we continue to be involved in Local Strategic Partnership (LSP) structures, at a variety of levels. We have recently agreed that I will chair one of the sub groups of the Manchester Community Engagement Strategy (MCES) Board. This is a slightly new venture for Breakthrough, in that it is a community-focussed initiative rather than employment and training. We look forward with interest to how this works out. Also local to Manchester I have chaired the 'Valuing People' Employment Sub-group of the Learning Disability Partnership Board (LDPB), working with them to make links between themselves and the LSP and to bring the 'Valuing People' employment strategies in line and up to date.

#### **Staffing:**

Our staff team has not stood still either, and now looks quite different than 12 months ago. Unfortunately the Business Manager, Bob Crane, had to retire for health reasons – we keep in touch, and wish him all the

best. The new Business Manager is Martin Corbett, who comes to us from the private sector and, in his own words, has been on 'a steep learning curve'! We have re-instated the Marketing and Promotions role and welcome Jane Touil to the post, whilst Gary Timperley returns as the Assistant to the CE. All 3 are making a positive impact on our work and have fitted in well, keeping us on our toes.

#### **Spreading the word:**

One of our aims at Breakthrough is to influence policy and practice and whilst we do this in many ways, we do like to reach out directly to people and tell them what we do. Over the past year we have hosted a range of visits, including a very well received visit from Barry Gardiner, the Under Secretary of State at the Department for Trade and Industry, who has enterprise and competitiveness in his brief. We also showcased Breakthrough to a Danish delegation on an exchange visit with Manchester, and a group from the Belarus government.

The 'Jobs Not Charity' project, delivered in partnership with GMCDP and Sheffield University successfully reported to a conference at the BEVC in December, highlighting important lessons to be learnt about the approach of disabled people's own organisations towards employment, lessons which the wider sector still does not take on board.

In partnership with the North West Training and Development Team we have presented the 'Jobs That Work' conference, aiming to encourage innovation and highlight good practice in supported employment. This popular conference was fully subscribed within one week, emphasising the pressing need for more such events.

In my role as Chief Executive I have spoken at a variety of events, ranging from the Choices and Rights conference in Hull to a Disability Rights Commission NW Breakfast Briefing on small business and employing disabled people.

#### **Development:**

We are mindful at Breakthrough that we aim to demonstrate good practice in all that we do. Our staff are our most important resource and to help develop and support them we are working with Chamberlink in Manchester to set up and embed a new staff appraisal system which was implemented at the end of the year. The new system is competence based and we are tailoring it to Breakthrough, having already added a social model competence for all staff.

We have also begun a long-overdue salary review process, again with the support of Chamberlink, and involving a staff team to research comparisons and make recommendations to the Board.

On the policy front, we aim to develop an ethical funding policy which addresses the matter of disability and impairment, and we are working on this with partner organisations the Greater Manchester Coalition of Disabled People (GMCDP), the Manchester Deaf Centre, and the Manchester Disabled People's Access Group (MDPAG). Our Policy Think Tank is another exciting new development, explained in more detail on page 17.

In line with our strategic plan, we are aiming to expand our work geographically, and have submitted four major competitive bids over the summer, one of which is still in progress. Other achievements in line with our strategic plan include our website, our information line, and an internal system that recognises good work by individual members of staff.

And at last, a rather overdue development; we and Manchester City Council have signed the lease on Aked Close, which only goes to prove that everything comes to she who waits!

#### Thanks:

Our increasing partnership work gives us more chances to publicise what we do and how we do it – I don't have room to thank everybody, but I'm sure you know who you are. My thanks go also to the Breakthrough UK Board of Directors for their contributions and guidance, and for their unstinting donation of their personal time.

Without our staff we don't exist, so once again I'd like to thank all Breakthrough staff, including those who have moved on in the last year, for your ongoing support to me and your commitment to the Breakthrough approach.



**Lorraine Gradwell**  
Chief Executive,  
Breakthrough UK Ltd.

Lorraine Gradwell pictured with Competitiveness Minister, Barry Gardiner M.P. and Councillor Martin Pagel (Breakthrough UK Director.)

## 4 Employment Support

### Manchester Employment Team

This year has been another very busy year for the employment team. We have continued to do what we do best, which is to support as many disabled people into employment or training as we can. We have also been very busy presenting to local organisations and colleges in order to make new contacts and partnerships as well as getting our name more widely known.



We are pleased to announce that we have two excellent new additions to the team: Mathew Woods and Beth Harper. They have both settled into the team very well and are already contributing significantly to the service we provide to disabled people and employers.

In the year up to December 2005:

- 150 people were recruited onto the service
- 13 people were supported into paid employment
- 27 people were supported into voluntary placements
- 10 people completed internal training
- 11 people accessed further education or training

The quality of our service has been shown in the overwhelmingly positive comments we received from our clients in a recent satisfaction survey. Most commonly praised in the responses were the friendly, helpful and encouraging staff. We will make every effort to maintain the quality of what we do in the future.

“Very helpful and cooperative supervisors. Good work guidance.”

“Helps you to get jobs you want and to learn new things.”

“I have received support and belief in my abilities which has restored my belief in myself... I have generally gained a lot more confidence thanks to the friendly non-judgemental atmosphere.”

“There should be more Breakthrough UK in the different parts of the country to give all disabled people a voice and somewhere where they can talk and feel valued.”

“I like working at Breakthrough and am confident that if there are any problems they will get resolved.”

## Liverpool Employment Team

The Liverpool team has had another very successful year and has provided a top quality customer focused service to its clients. In the year to December 2005:

- 59 new people were recruited onto the service
- 14 people were supported into paid employment
- 34 people accessed further education or training
- 17 people were found voluntary placements



Our marketing programme has expanded quite significantly, with the team delivering presentations to 25 new employers and training providers. Every member of the team has been proactive in this exercise and from it we are working with an increased number of employers and clients. We have supported 20 new employers in relation to engaging with and employing disabled people.

The past year has brought a lot of change, which has been met positively and constructively by the team. In April 2005 one of our team was promoted to the post of Senior Employment Officer and the team was augmented by the appointment of a Receptionist/Administrator and two new Employment Officers. Team members have a wealth of skills, experience and knowledge from a variety of backgrounds which are used to provide the best possible service to our clients.

In May 2005 the Liverpool team moved to a new office in Orleans House, Edmund Street. This relocation spurred the team to plan and execute a very successful Open Day in early June with over 100 people attending. The purpose of the day was to let everyone know that we had moved and where they could find us. We also used the occasion to invite and network with new employers and prospective clients. The event was so successful that we have decided to repeat it next year.

### Denise's Story

Denise wanted to get back into work after devoting 20 years to bringing up a family. She applied for several office jobs but was not successful. Denise's brother recommended Breakthrough and she decided to give us a try in May 2005.

Through her Employment Officer, Denise found a voluntary work placement at the British Lung Foundation and received comprehensive training on helpline advice work, specialist computer software and Internet research. Denise seized the opportunity to develop her skills and confidence. The nature of the work also appealed to her as it matched the kind of job she was looking for.

After volunteering for a few months Denise took part in an open recruitment process and was successful in getting a paid job working for the British Lung Foundation.

Asked about her experience of Breakthrough, Denise says: "The people at Breakthrough are very friendly and they don't treat you like you're different. They don't label you. They are interested in what I can do, not what I can't do – and they have the knowledge and understanding about disability that other employment services don't."

## 5 Manchester Training Team

The Training Team provides high quality, individualised, employment-related training to disabled people. This year we have met our contract targets whilst maintaining the exceptional degree of one-to-one attention and support which we are known for and which achieves such remarkable results with our trainees. There are three training sites:

- **The Information Technology (IT) Site** provides training in administrative and clerical work.
- **The Retail Site** provides training in all the skill areas associated with the retail business.
- **The Access Site** provides recycling and delivery services.



All three sites are run as real work places with the emphasis on customer service, punctuality, reliability and observation of general workplace rules and procedures. Trainees prepare for work and become more confident as they develop skills in the following:

- Customer service
- Preparation of stock for display
- Stock control
- Till work
- Pricing
- Health and safety
- Security
- Sorting
- Time management
- Team work
- E-mail and Internet
- Microsoft Office Applications (Word, Access, Excel)
- Desk top publishing
- Photocopying
- Filing
- Thermal and comb binding
- Shredding
- Laminating
- Recording and CD production
- Communication

In the last twelve months the IT site has benefited from a move within the BEVC building and several new pieces of equipment and furniture, including adjustable work-desks, a video magnifier (CCTV), a large screen computer monitor and a thermal binder. Our trainers are in the process of gaining the necessary qualification for delivering and assessing the European Computer Driving Licence (ECDL) and this widely recognised qualification course will become available to trainees early in 2006.

### Ayesha's Story

Ayesha was referred to Breakthrough in April 2004 by her Disability Employment Adviser (DEA). After a thorough Initial Employment Interview and induction, Ayesha started work in the IT suite, where she further developed her word processing skills and also learned about spreadsheets and databases.

“My Employment Officer helped me look for office work. We did job search together on the Internet and when I got my first interview she did the route with me and spent quite a lot of time with me. When I got the job, staff from Breakthrough came to visit me to set up some equipment and check that I was OK. The staff are brilliant! They’re really supportive and nice. I’d recommend Breakthrough because it’s friendly and you learn a lot.”

## 6 Volunteer Project

Breakthrough took over the running of the Volunteer Project from the Greater Manchester Coalition of Disabled People in January 2005. The aim of the project is to support disabled people to access a variety of volunteering opportunities throughout Greater Manchester. A hugely effective part of our approach has been the training of some volunteers as peer mentors who are able to share their experience and skills with others.



Funded by Volunteering England during this, the ‘Year of the Volunteer’, the scheme currently supports 34 people working in offices, theatres, museums, shops, community centres and a host of other interesting locations across the region as well as here at the B.E.V.C. Many of the



volunteers are working towards recognised qualifications through the National Skills Profile (NSP) and developing work related skills while enjoying the social contact which comes with a working environment. The most evident measure of the success and popularity of this project, however, is the brimming enthusiasm and confidence of its volunteers!

### Linda's Story

Soon after Linda became a Breakthrough volunteer, an interview was arranged at Tameside Volunteers’ Bureau for her. Linda did well at the interview and started her placement the following week. Linda says:

“When I met Vashti, my supervisor, she immediately put my mind at rest, as I was a little nervous. She has been extremely supportive. I am a receptionist/shop assistant at the Volunteers’ Centre and thoroughly enjoy my work. I enjoy the challenge and look forward to more challenges to come.”



## 7 Training and Consultancy Department

The Training and Consultancy Department has devoted itself enthusiastically to three areas this year:

**Quality** – Our relationship with the trainers and consultants we use has been strengthened through formal recruitment and quality monitoring processes. Resources have been updated and new material sourced and evaluated. Consultation meetings have enabled the sharing of ideas for the future development of the service.

**Capacity** – We have been successful in finding new people who are interested in training and consultancy work through Breakthrough UK. We have applied for funding to enable us to deliver more ‘Train the Trainer’ courses to further expand the capacity of the service to meet a wide variety of customer needs in relation to disability and diversity.

**Marketing** – We have produced a detailed strategy which identifies major market opportunities for the service in coming years. Revamped pages on our website together with improved promotional literature and a carefully structured marketing approach are bearing fruit in terms of interest from new contacts.

This year, staff from several different departments within Manchester City Council have benefited from our unique approach, which brings about a real and lasting shift in attitudes through practical, interactive and thought-provoking activities.

“Brilliant course! I gained greater in-depth knowledge of cross-cultural and disability issues.”



“The approach is more proactive and makes you aware of the real issues.”

## 8 Independent Employment Advocacy and Information

The Independent Employment Advocacy Project offers comprehensive and holistic support to disabled people and organisations in Greater Manchester through advocacy and information. Feedback from clients, enquirers and conference delegates has been consistently excellent, and demonstrates the value of what we do.

In the experience of many disabled people, being able to get or keep a job is often dependent on multiple factors. The project places the principles of independent living at the heart of its approach. Advocacy is about supporting people to get their point of view across, get the right information and stay in control of situations. Our Employment Advocacy Workers support disabled people to access any services and information necessary to find or maintain employment or training. Because this project is truly independent, we can assure potential clients that we will work with them holistically, confidentially, and without bias to resolve issues in the most appropriate way for them.

Advocates have offered support to 43 clients on issues such as housing, benefits, transport, Access to Work and finding personal assistance. They have also been able to assist with workplace situations and disputes, often in conjunction with information support from the project’s Information Worker.



Our Information Worker has provided good practice information to 100 individuals, employers and organisations. Responses are tailored to the specific enquiry and range from concerns about disclosing an impairment to a potential employer through to queries on the availability of social model statistics and data on disability and employment. We support employers with regular bulletins on government policy and legislation. This year has seen the creation of an online employment information resource which includes useful links, frequently asked questions, conference reports and publications. This can be accessed at: [www.breakthrough-uk.com/gmeap\\_employers.shtml](http://www.breakthrough-uk.com/gmeap_employers.shtml)

### Positive Comments:

“The support I have received has been seamless and steady: they have really understood my problems and are positive and encouraging in their attitude.”

“I look forward to seeing the project growing from strength to strength, offering invaluable support to a greater number of people who need their service.”



Our conference in March was attended by delegates from throughout the region and was an opportunity for people to get up to speed with the new requirements of the DDA, improving access at work, current issues in diversity, good employment practice and the coming duty to promote

disability equality. Representatives from ACAS and the Inland Revenue were on hand to give employment advice to delegates between sessions.

## 9 'Jobs not Charity' Research Project

Over the past year we have worked in partnership with Sheffield University and the Greater Manchester Coalition of Disabled People (GMCDP) on ground-breaking research into disabled people's experience of work and the labour market. The 'Jobs not Charity' project also researched the role of organisations of disabled people in supporting disabled people into work and promoting access to the labour market.

The research report:

- Examines the contemporary position of disabled people in the labour market.
- Explores the work experiences of a number of disabled people and the impact of policy and practice on their life stories of work.
- Details the good practices of organisations such as Breakthrough UK Ltd and GMCDP in relation to promoting work opportunities.

The final research report was launched at a conference at the BEVC on 2<sup>nd</sup> December 2005.

The full report can be found at: <http://www.shef.ac.uk/jobsnotcharity/> and is also available in easy words, audio CD and large print.



## 10 Policy Think Tank

Following a year of being involved in national discussions about disability, we decided to set up a consultative group that could respond to plans from the government and other organisations, as well as producing its own material. The 18 members of the Policy Think Tank include some Breakthrough staff and directors, leading academics in the field, people working on disability issues in a social model way, and people who are significant in disability politics. All are disabled people.

The major aims of the group are:

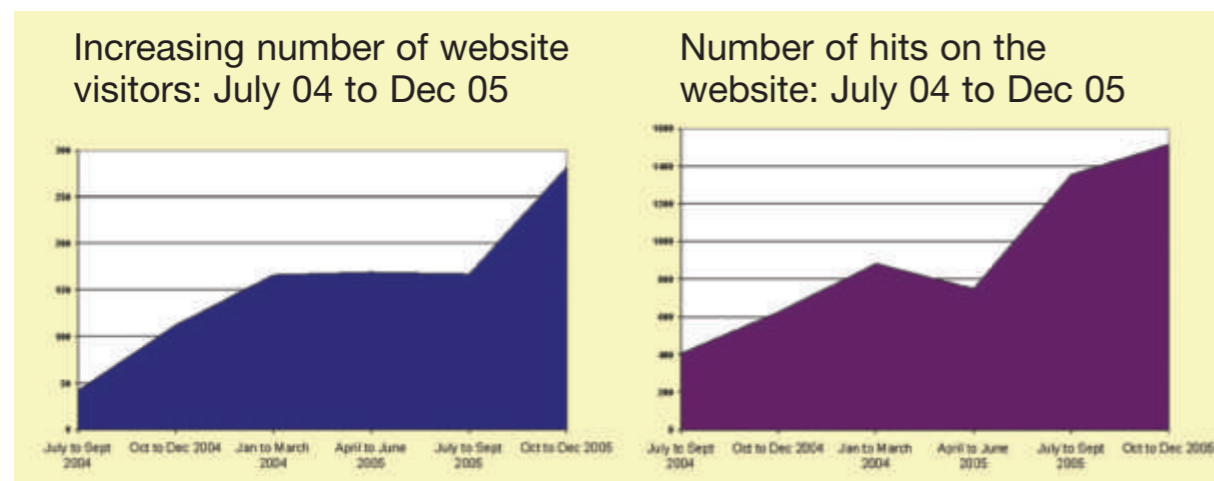
- To influence government, or other strategic bodies, on matters to do with disability, from a 'social model' perspective.
- To provide briefings on current matters to do with disability, for general dissemination.

The Think Tank produced its first report – a response to the Prime Minister's Strategy Unit report on *"Improving the Life Chances of Disabled People"* – in May 2005. Since then it has responded to the Office of National Statistics' consultation on census questions, and to the Government's consultation on the setting up of an Office for Disability Issues, a National Forum for Organisations of Disabled People, and Individualised Budgets for disabled people.

Building on a successful meeting in July, another gathering of the group has addressed the government's welfare reform agenda. The Think Tank has already attracted some media interest and responses to date 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](http://www.breakthrough-uk.com).

## 11 Website

Launched in July 2004, the Breakthrough UK website has developed considerably over the past year. The Web Group members, drawn from every team in the organisation, have worked hard to update and further develop content. This dedication and enthusiasm has paid off with increases in both hits and visitor numbers:



## 12 Breakthrough Developments

With the help of Chamberlink in Manchester we have developed and implemented a new staff appraisal system. The system is competence based and we are tailoring it to Breakthrough, having already added a social model competence for all staff. The appraisal system will help to identify training needs and we are keen to invest in further developing the skills of our staff. We have taken the opportunity during 2005 to develop relations with the trade union Amicus, and have recently given formal recognition to their role within our organisation. We have begun a salary review process, again with the support of Chamberlink, and involving a staff team to research comparisons and make recommendations to the Board.

We are working with partner organisations: the Greater Manchester Coalition of Disabled People (GMCDP), the Manchester Deaf Centre, and the Manchester Disabled People's Access Group (MDPAG) to develop an ethical funding policy. This policy will address the matter of disability and impairment as well as other issues and guide our decision making process in relation to the funding of our activities.

We are seeking to expand our work geographically, and have submitted four major competitive bids this year. One of these is still in progress.

Other achievements in line with our strategic plan include our information line, and an internal system that recognises good work and valuable suggestions from individual members of staff.

Building on previous work, we have committed ourselves to develop the European Foundation of Quality Management (EFQM) Excellence Model and have established a pathway and milestones across the coming years for achievement of certain recognised quality standards. We expect this move to help in the development of Breakthrough in terms of its fiscal responsibilities, and also in a more holistic way, encompassing community, environmental, skills, process & efficiency.

As part of the planning process we have refreshed and revitalised our disaster recovery plans, both for existing sites and to meet the needs of our present and future customers.

## 13 Rooms and Facilities

Breakthrough's Administration/Buildings team are again credited for their efficient and effective day to day running of the business, including building maintenance, room hire and support to Breakthrough's staff and tenants.

Some of the main activities which the Administration/Buildings team has been involved in during 2005 are as follows:-

- Room hire service – we have continued to enjoy an increase in room bookings over the last year, adding to the popularity of this already busy service. We are also pleased to report a number of new customers using our fully accessible facilities.
- Facilitating a number of high profile VIP visits, including:
  - o Mr. Barry Gardiner M.P. – Under Secretary of State at the Department for Trade and Industry (DTI).
  - o Danish supported employment professionals on an educational visit sponsored by the Danish government.
  - o High level government officials from the Ministries of Finance, Education and Labour in Belarus.
- Introduction of a new Business Reply Envelope service which provides internal departments with a more cost effective way of processing their return mail to Breakthrough from outside parties.
- Provision of administrative support to tenant organisations throughout the year.
- Introduction of electronic document scanning system to assist with archiving.

## 14 Financial Summary

### Income & Expenditure 2004/2005

Income	£000	%
Local & central government	853	82
Big Lottery	106	10
Miscellaneous income	81	8
<b>Total</b>	<b>1040</b>	<b>100</b>

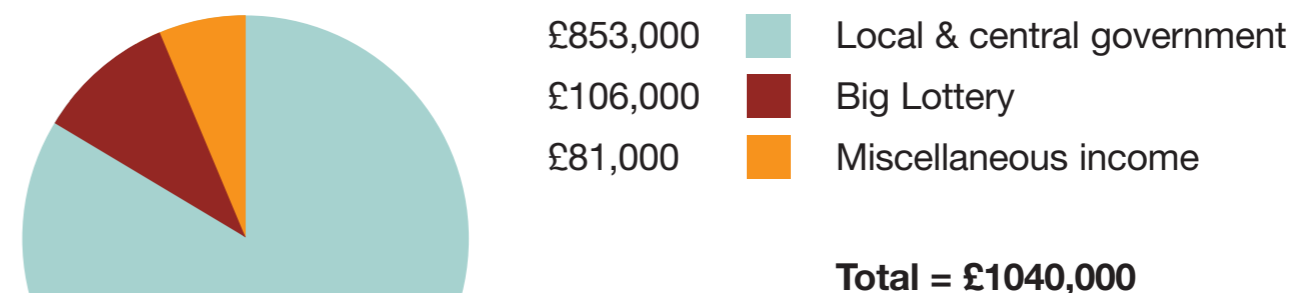
  

Expenditure	£000	%
Personnel	726	69
Premises	119	11
Administration	63	6
Events	8	1
Training	38	4
Depreciation	50	5
<b>Total</b>	<b>1004</b>	<b>96</b>
<b>Surplus</b>	<b>36</b>	<b>4</b>

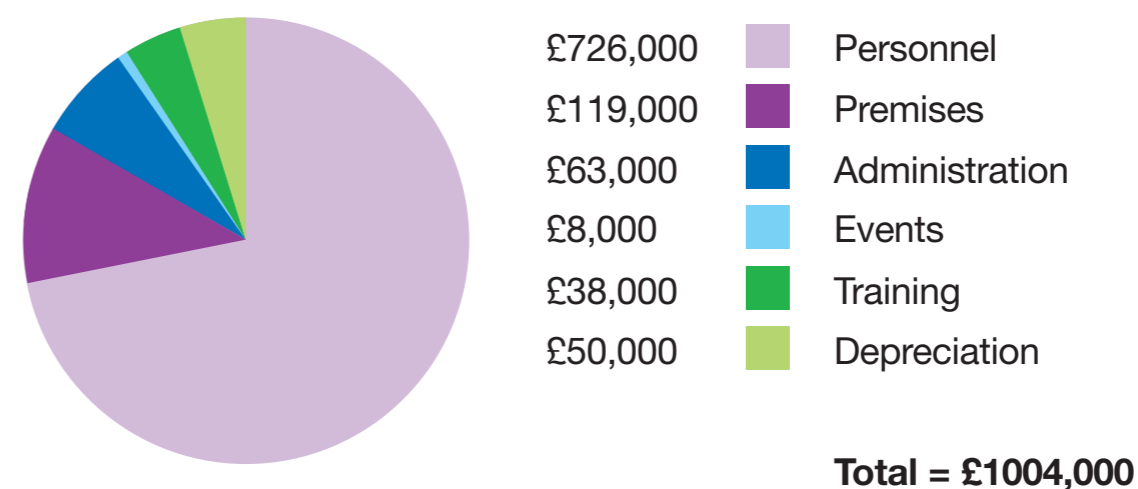
The above summarised financial information is extracted from the full Trustees' Annual Report and statutory financial statements, which were approved by the Trustees and signed on their behalf in July 2005. The statutory financial statements, on which the auditors, Whitehead and Co. gave an unqualified audit report in July 2005, were submitted to the Registrar of Companies and the Charity Commission in August 2005. The auditors have confirmed to the Trustees that the summarised financial information is consistent with the statutory financial statements for the year ended 31<sup>st</sup> March 2005.

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 2004/2005



### Expenditure 2004/2005



## 15 Who's Who at Breakthrough

### Directors/Trustees

Michèle Brookes	Chair (on sabbatical)
Dean Cavanagh	Director (Since 11 <sup>th</sup> April 2005)
Jackie Driver	Acting Chair
Brian Harrison	Director (Manchester CC Representative)
Angela Madeley	Treasurer and Company Secretary
Martin Pagel	Director (Manchester CC Representative)
Vivienne Stone	Acting Deputy Chair
Noel Traynor	Director (Since 11 <sup>th</sup> April 2005)

### Management Team

Chief Executive	Lorraine Gradwell
Business Manager	Bob Crane (Resigned June 2005)
Business Manager	Martin Corbett (Since 3 <sup>rd</sup> October 2005)
Assistant to the Chief Executive	Gary Timperley (Since 9 <sup>th</sup> May 2005)
Resource Manager	Rob Riley
Resource Manager	Karen Taberner
Resource Manager	Theresa Cartmill
Resource Manager	Jane Touil (Since 9 <sup>th</sup> May 2005)

## 16 Contact Us

### Manchester Office

Breakthrough UK Ltd  
Business Employment Venture Centre  
Aked Close  
Ardwick  
Manchester  
M12 4AN

Tel: 0161 273 5412  
Fax: 0161 274 4053  
Minicom: 0161 273 5727

Email: [admin@breakthrough-uk.co.uk](mailto:admin@breakthrough-uk.co.uk)

### Employment Advocacy Project

Unit 47 Cariocca Business Park  
2 Hellidon Close  
Ardwick  
Manchester  
M12 4AH

Tel: 0161 273 3079  
Fax: 0161 273 7794  
Minicom: 0161 273 3079

Email: [e.astley@breakthrough-uk.com](mailto:e.astley@breakthrough-uk.com)

### Liverpool Office

Breakthrough UK Ltd  
Liverpool Employment Support Project  
2nd Floor Offices  
Orleans House  
Edmund Street  
Liverpool  
L3 9NG

Tel: 0151 236 1030  
Fax: 0151 236 0455  
Minicom: 0151 236 0580

Email: [reception@breakthroughliverpool.fsnet.co.uk](mailto:reception@breakthroughliverpool.fsnet.co.uk)

**[www.breakthrough-uk.com](http://www.breakthrough-uk.com)**



Head Office: Breakthrough UK Ltd.  
The Business Employment Venture Centre  
Aked Close, Ardwick, Manchester M12 4AN  
Tel: 0161273 5412 Minicom: 0161 273 5727 Fax: 0161 274 4053  
Email enquiries: [admin@breakthrough-uk.co.uk](mailto:admin@breakthrough-uk.co.uk)



Supported by

