

SPRINGBOARD

OPPORTUNITY GROUP

SINCE 1986

Improving the lives of children from birth to 5 years with additional needs and disabilities, and their families, in North Somerset

Review of the Year: 2018 – 2019

Introducing Springboard

Springboard is a Registered Charity and Company Limited by Guarantee, established under a Memorandum of Association which sets out its objects and powers.

We are governed under our Articles of Association and provide support, learning, care and play for children from birth to 5 years with additional needs and disabilities and their families in North Somerset.

We were established in 1986 by a group of local parents and proudly carry their vision forward.

Our aim

To improve opportunities for children with additional needs from birth to 5 years, and their families, in North Somerset:

- Providing inclusive and positive play and learning experiences whilst building on children's individual strengths
- Empowering families by giving support, information and guidance.
- Contributing to multi-agency partnership working and community involvement in North Somerset
- Developing and evolving as an innovative organisation
- Continuing to remove barriers



This has been another ambitious year and one full of achievement.

This summary may be read in conjunction with our Annual Report which includes the Financial Statement of Accounts

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Registered Charity No: 1025787
Company Ltd by Guarantee: 2844191

Our vision

That every child from birth to 5 years in North Somerset has the care, education, support and opportunity they need to reach their full potential.

Our mission

To give the best possible start in life to children under 5 with additional needs and disabilities by providing specialist early learning and interventions and offering support and friendship to their families across North Somerset.

Our values

Inspiring We are innovative and open to ideas. We are bold and adventurous, determined to do our best for every child and family.

Positive We celebrate the achievements, no matter how small, of every child. We explore and learn together, striving to improve.

Fun We are creative and inventive, making learning through play enjoyable and fun.

Friendly We are caring, warm and welcoming. We create a safe and nurturing environment for both child and family.

An overview from our Chair of Trustees

The trustees are pleased to present their annual trustee directors' report together with the financial statements of Springboard Opportunity Group (the "charity") for the year ending 31 August 2019.

The report has been prepared to meet the requirements of a Directors' Report and Accounts for Companies Act purposes.

This is a stand-alone document and may be obtained on request.



A summary of our achievements by our CEO

This has been another really busy year as the following summary of our work demonstrates:

Providing inclusive and positive play and learning experiences whilst building on children's individual strengths



- 24 specialist nursery sessions a week during term time across our four centres
 - we catered for over 80 children with a wide range of additional needs and disabilities
- A second year of specialist sessions for children with social communication difficulties and or with a diagnosis of autism at our Worle centre.

Continuing to remove barriers

- 12 placements providing 1-1 support for children in mainstream settings
- A supported work experience placement at our Clevedon office and at a local mainstream reception class

Contributing to multi-agency partnership working and community involvement in North Somerset

- Over 400 hours of support and advice and training for early years practitioners
- Continued support for Specialist Childminders
 - This is a joint project between North Somerset Council and Springboard Opportunity Group that aims to develop childminder's skills and confidence in supporting children with special educational needs and disabilities (SEND), alongside their mainstream children.
- Facilitated an 8-week, multi-agency workshop for parents/carers of children with social communication difficulties. Supporting Parents Around Routine and Communication (SPARCS)

Empowering families by giving support, information and guidance

- Stay and Play
 - Weekly sessions at both Weston and Clevedon for 48 weeks
 - Weekly sessions in partnership at South Weston for 38 weeks
 - Support for Dads' Stay and Play sessions at Ashcombe once a month
- Monthly Springboard4Family meetings in both Weston and Clevedon
 - Informal groups for parents/carers of a child of any age who has additional needs or disabilities and would like to meet others for a chat, mutual support, sharing information, keeping in the loop and friendship.
- Introduction of Tapestry on-line learning diaries for all children
 - This enabled us to share photos and comments of the fun activities in the playrooms with parents and to record progress in a timely way
 - Families are also encouraged to add photos from home
- 10 workshops for parents around a range of topics including
 - Moving on to School
 - Starting Point - an introduction to Springboard Services and supporting children's communication skills
- Expanded the use of the North Somerset Early Help module for families
- Obtained Children in Need grant for holiday playschemes for next 3 years

Developing and evolving as an innovative organisation

- Successful completion of Bristol Standard Quality Assurance
 - The Bristol Standard is recognised nationally as an outstanding self-evaluation framework and the benefits and impact of its approach have been well evidenced.
 - Through team reflection and discussion, the strengths of the setting were celebrated and future priorities became clear.
 - The process enabled our practitioners to talk more knowledgeably about what they do, why they do it and the difference it is making for children and families in their care
- Training to all members of our team is integral to our development
 - We used our five Inset days to look at the following topics
 - Use of on-line learning diaries
 - Social communication & autism multi-professional pathway SCAMP
 - Wellbeing - Looking after ourselves
 - ADHD in Early Years
 - Springboard user experience
 - Bristol Standard discussions and target setting

Other staff and volunteer training

Communication and Bilingualism
I Can Hear You – supporting hearing-impaired children
Basic Safeguarding Awareness
Makaton – Beginners 1 & 2
Paediatric First Aid
Expressive Arts and Design
Safer Recruitment
Developing Corporate Relationships
Promoting Children’s Self-regulation
Advanced Inter-agency Safeguarding
Digital Leadership
Safe Use of Oxygen
Inter-agency Safeguarding
Charity Accounts
Nasogastric training
Peg/ stoma/bolus emergency care
Fire Warden

Developing a Fundraising Strategy
Introduction to Picture Exchange Communication
Connect 5 – a mental health promotion *training* programme
Making the Most of Media / Social Media
Social Communication Difficulties
Developmental Trauma
Expressive Arts and Design
Introduction to Downs Syndrome
Adversity and Trauma Conference
Literacy Matters
Profound and Multiple Learning Disabilities
Attention Autism – advanced practitioner
Maths in Art
Ofsted: meeting the welfare and curriculum requirements
Springboard Starting Points Induction



Our plans for 2019-2020

We're looking forward to another exciting year – here's a foretaste of what's in store:

Goal 1: We will continue to provide high quality pre-school play, care and education to a wide range of children with SEND and respond to change and innovation.

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| 1.1 | Further support parents and carers to engage in children's learning |
| 1.2 | Provide more in-depth observations and analysis of children's development |
| 1.3 | Train all staff in Five to Thrive programme and start to embed in practice |
| 1.4 | Develop understanding of SCERTS programme and assess its relevance assessment and curriculum for children with social communication difficulties. |
| 1.5 | Plan for addition of Speech and Language Therapist to the team Sept 2020 funded by Global Make Some Noise |
| 1.6 | Consider capacity and provision for growing numbers of children with social communication needs |

Goal 2: We will respond to the changing needs of parents/carers and families.

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| 2.1 | Develop and monitor our use of Early Help Module in line with requirements of SLA |
| 2.2 | Review evolving need for family support and recruitment of further FSW's. |
| 2.3 | Recruit staff and vol team and run holiday playscheme Easter and Summer – Children in Need Grant |
| 2.4 | Pilot multi-agency Stay and Play in Yatton |
| 2.5 | Further develop training opportunities for parents |
| 2.6 | Develop Peer Support programme |



Goal 3: We will continue to work collaboratively with partners and the local community.

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| 3.1 | Support mainstream settings in their work with children with SEND through our work with Area Senco team. |
| 3.2 | Support Specialist Childminder project until April, review and apply for further funding as necessary. |
| 3.3 | Review viability of inclusion service and the support network needed for the team. |
| 3.4 | Update existing training workshops and develop new ones as agreed with North Somerset |
| 3.5 | Meet requirements of existing Service Level Agreement ensuring continuation for years 4&5 |

Goal 4: We will increase our income and involvement from a range of supporters whilst maintaining robust financial procedures.

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| 4.1 | Increase unrestricted income from a variety of sources, particularly through increasing the number of regular donors |
| 4.2 | Increase approaches made to businesses for corporate support |
| 4.3 | Develop and launch a new website |
| 4.4 | Continue to develop IT facilities that are fit for purpose, for each base, with volunteer and bought-in support |

Goal 5: We will continue to develop strong policies, procedures and good practice to support staff and volunteers

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| 5.1 | Renew Safeguarding train the trainer licence and provide all staff/ volunteers with basic safeguarding awareness |
| 5.2 | Review appraisal and supervision processes and provide appropriate training for all line managers |
| 5.3 | Strengthen recruitment and support for volunteers |
| 5.4 | Review management structure and develop succession plan |
| 5.5 | Plan for potential employment of training officer Sept 2020. |