

The logo for Mindroom, featuring the word "mindroom" in a lowercase, sans-serif font. Each letter is filled with a different color from a rainbow spectrum, including red, orange, yellow, green, blue, and purple. The logo is positioned in the top right corner of the page, which is a white semi-circle on a teal background.

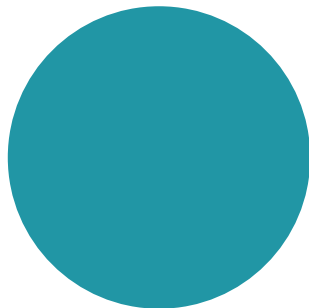
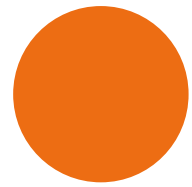
mindroom

The title "Impact Report 2023" is centered on the page in a large, bold, white sans-serif font. The background is a solid teal color with several large, overlapping circles in various colors: a large purple circle on the left, a large green circle at the bottom left, and a smaller orange circle on the right. The text is positioned in the center of the teal area.

Impact Report 2023

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Welcome



Welcome to our 2023 Impact Report, which showcases our continued commitment and progress towards achieving our organisational goals. As we reflect on the past year, we are delighted to highlight the significant strides we've made in pursuit of our mission.

Within these pages, you'll discover a comprehensive overview of our initiatives and achievements, across various domains. From expanding our support services to the promotion of neuroinclusion in workplaces, each section underscores the tangible impact of our efforts.

We extend our heartfelt appreciation to our stakeholders for their unwavering support and collaborative spirit, which has propelled us forward. Together, we are making a positive difference in the lives of Scotland's neurodivergent children, young people, and their families. As we look towards 2024, we are excited to continue working together to build a brighter future.

A handwritten signature in black ink, appearing to be 'Alan Thornburrow'.

Alan Thornburrow
CEO, Salvesen Mindroom Centre

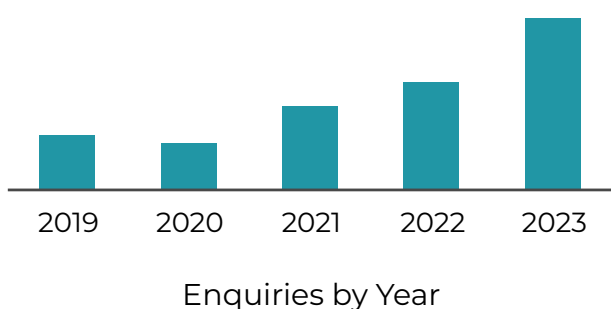
Introducing Mindroom

Mindroom is a charity that champions all forms of neurodiversity and supports all kinds of minds. Our mission is to be a leading centre for change, in how we live, work, and learn. We achieve this through support, education, advocacy, and research.

Our long-term ambition is to foster a deeper and more inclusive understanding of the diverse minds that make up our society. We are dedicated to raising awareness, fostering acceptance, and actively contributing to the creation of a society where neurodiversity is not merely acknowledged but valued.

Addressing The Challenge

We, like many other charities that work with young people, are facing significant challenges due to the post-Covid landscape. Clinical mental health conditions have increased significantly, access to public services has been reduced, and the cost-of-living crisis has had a disproportionate impact on families affected by disability. As a result, Mindroom has seen a 261% surge in demand for our services since 2020.



A total of 2,249 issues were raised during 2023 and examples include:

1051

people sought support with **education**. Key issues included access to education, assessments, bullying, school exclusion, communication with school staff, legal entitlements, placement requests and transitions from school.

409

people sought support for **health-related issues**. Key issues included access to assessment and diagnostic services, post-diagnostic support, access to mental health services, support to navigate health-related meetings and signposting to other sources of support.

480

people sought support for issues such as **parent support, stakeholder involvement, access to Mindroom services** and **research queries**.

203

people sought referrals to our **Parent, Carer, Children and Young People and Transitions services**.

2023 Snapshot



1,587

People accessed our Direct Help and Support service.



2,480

Delegates attended our training and events.



1000+

Delegates attended our It Takes All Kinds of Minds conference.



31,071

People visited our website.



6,128

People viewed our digital resources.



568m

People had the opportunity to read our press coverage.



32,124

Contacts made with or on behalf of children, young people and their families.



2,063

Appointments carried out with or on behalf of children, young people and their families.



1,117

People reported positive outcomes as a direct result of accessing our service.

Transforming Lives

Our Direct Help and Support (DHS) service is founded on a person-centred, strengths-based approach that prioritises choice, dignity, and self-determination. Our service is informed by the real-life experiences of children, young people, parents, and carers. DHS consists of four pathways:

- **Family Advice:** We provided short-term advice and signposting.
- **Family Outreach:** We offered parents individualised support and advocacy, along with access to peer support and well-being resources.
- **Children and Young People:** We provided individualised support and advocacy, post-diagnostic support, advocacy in residential schools, youth engagement, and piloted innovative services.
- **Transitions:** We offered intensive support for young people leaving school.

By providing the right support at the right time, we improved access to vital services for neurodivergent children and young people across Scotland. Through our work, we empowered individuals, fostered inclusion, and facilitated positive changes in their lives, contributing to a more equitable society that values all kinds of minds.

To achieve this, we:

- **Improved Access:** Unlocked pathways to education, health, and social services to ensure holistic, effective support was available to those who needed it most.
- **Facilitated Support:** Advocated for improved access to diagnostic assessments and post-diagnostic assistance.
- **Respected Choices:** Affirmed our commitment to supporting individuals irrespective of formal diagnosis.



“

Every child should feel safe talking about their issues and respected. Mindroom has done that for me.

”

Our Impact

100% of young people felt more able to take part in decision-making processes.

95% of parents and carers felt we made a difference to them and their children's lives.

95% of parents and carers felt we understood their experiences, concerns, and questions.

100% of parents and carers felt the Parent Support Group was supportive and welcoming.

95% of parents and carers felt more confident and informed.

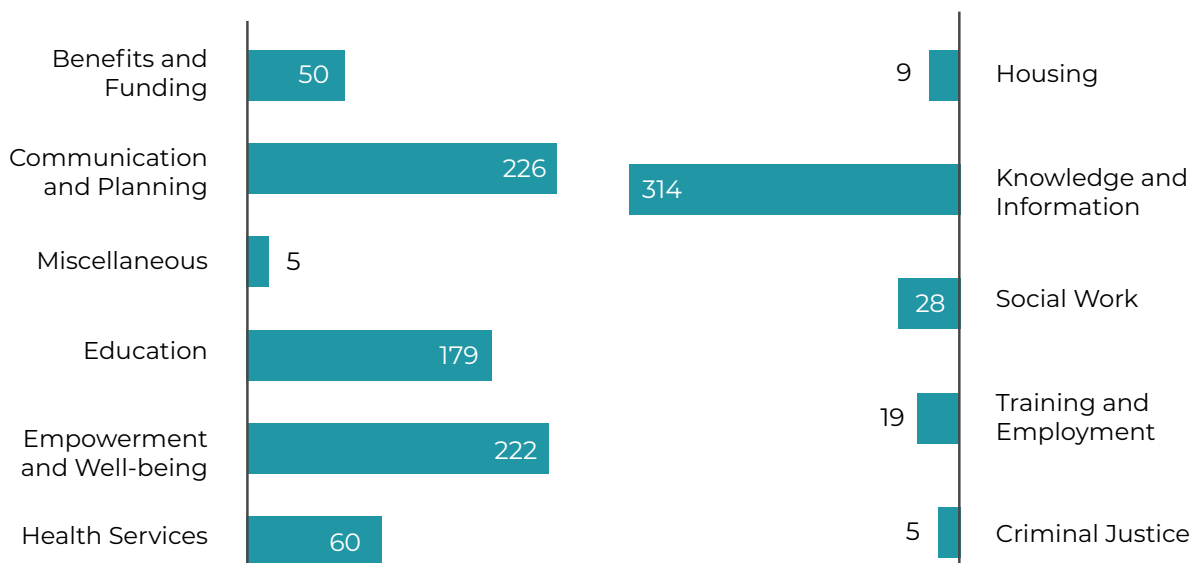
100% of children and young people felt they were able to access the support they needed.

100% of children and young people agreed their initial goals had been achieved.

100% of children and young people felt more confident after accessing our service.



...my daughter is leading a more independent life; I have now started to work and support neurodivergent children using my lived experiences and knowledge I've gained. I don't think I would be where I am without you, so I really do thank you.



Positive outcomes reported by children, young people and their families during 2023

Advocacy in Action

We worked to bridge the gap between policy and practice, fostering a fairer, more inclusive society for neurodivergent individuals and their families. Our advocacy work aimed to ensure policies translate into real, transformative change in practice.

To achieve this, we:

- **Fostered Collective Impact:** Collaborated with partners and stakeholders to positively impact policy-making and approaches to service delivery.
- **Developed an Evidence-Based Approach:** Developed our evidence base by conducting continuous research and data collection, which helped us advocate for policies based on real-world experience.
- **Ensured Accountability:** Advocated for decisions that ensured policy objectives translated into practical, positive outcomes for neurodivergent individuals.



[My worker helped me achieve]...Education for one. A level of confidence in myself and in my ability. A future. A life.



Our Impact

Amplifying Voices

In 2023, we continued to facilitate neuropoint, our youth stakeholder group. We formed a peer support group for parents and carers and grew our community of over 500 people who are willing to participate in research and consultations.

In the Media

Mindroom promoted change through media engagement to improve understanding of neurodiversity. In 2023, our 83 press initiatives reached an audience of 568 million.

Research

Mindroom is complemented by a unique partnership with the Salvesen Mindroom Research Centre (SMRC) at The University of Edinburgh. The research team have worked to develop a better understanding of neurodiversity and we used that knowledge to design, evaluate and deliver new approaches that enabled people to thrive.

We researched neurodivergent young people's participation in apprenticeship programmes, culminating in our paper titled, "Pathways to Employment: Exploring Neurodiversity in Apprenticeships in Scotland", scheduled for publication in 2024.

ITAKOM Conference

In March 2023 Mindroom presented a two-day international conference, ITAKOM – It Takes All Kinds of Minds – at the Edinburgh International Conference Centre. This event brought together 1000 + participants from 24 nations, fostering global dialogue and discussion about neurodiversity.

Influencing Policy and Practice

We voiced the needs of the individuals we support through collective advocacy and were actively engaged in shaping policy and practice by responding to 2 Scottish Parliamentary enquiries, participating in 5 Scottish Government consultations, and contributing to various steering groups, roundtable discussions, and network events.



“

Absolutely the most affirming and hopeful space I have ever been privileged to be a part of as a neurodivergent person.
(Psychologist & Conference Delegate)

”

Shaping Tomorrow's Workplace

We believe that collaborative efforts within workplaces can foster a culture where everyone can thrive. Our Neuroinclusion at Work project aimed to create inclusive and supportive work environments for neurodivergent individuals. By raising awareness, promoting acceptance, and proactively addressing the employment gap, we sought to empower and value neurodivergent individuals in the workplace.

To achieve this, we:

- **Cultivated Understanding:**
Through training and education, we promoted awareness and understanding of neurodiversity among the workforce.
- **Promoted Acceptance and Value:**
Beyond awareness, our initiatives actively promoted acceptance, creating an atmosphere where neurodivergent individuals are valued and respected.
- **Inspired Tangible Action:**
We inspired actionable changes in workplace policies and practices, actively promoting neuroinclusive environments where all individuals have opportunities for employment and growth.

“

Thanks to the invaluable support of the team at Mindroom, our workplace has taken positive steps towards becoming a neuroinclusive employer. Through tailored training and guidance, they've empowered us to better understand and support not only our neurodivergent colleagues but also the parents and carers of neurodivergent young people. As trusted advisors, they've not only improved our processes but helped us to foster a more compassionate environment where discussions on neurodiversity are welcomed and embraced.

Emma Smith,
Inclusion and Wellbeing
Manager, Burness Paull

”



Our Impact

Education

We delivered 67 educational events attended by 2,480 delegates, a 137% increase from 2022. Our short films and presentations generated 18,966 impressions and received 5,467 views. 100% of delegates agreed that our training successfully achieved its goals and learning outcomes.

Workplace

Our Neuroinclusion at Work Programme collaborated with a select group of employers to champion neuroinclusive practices in the workplace. Our partners gained access to a comprehensive suite of services, including workforce development initiatives, expert advice, consultancy, thought leadership, employer roundtable events, and an extensive resource hub. In 2023 six organisations became full partners with many more engaging in events and training.

Advocacy and Leadership

In 2023, our CEO delivered 11 keynote speeches and high-level speaking engagements, advocating for neuroinclusion in the workplace and championing diversity and equality across various sectors.

Collaborative Learning

In our commitment to fostering knowledge sharing and promoting best practice, we developed a comprehensive SharePoint site that served as a hub for resources and the latest insights. With over 300+ visitors, the site offered articles, on-demand learning modules, FAQ answers, and a resource hub, ensuring easy access to valuable information.

Exchange and Insights

During 2023 we hosted four employer round table events, facilitating a dynamic knowledge exchange among participants. These events served as platforms for sharing practical experiences, addressing challenges, and collectively learning from each other's insights and expertise.

Mindroom and Prinsparets Stiftelse (the Prince Couples Foundation), an initiative of the Swedish Royal Family, united to host a high-level round table discussion in Stockholm titled 'Neurodiversity at Work – From Why to How'. The event brought together key stakeholders from large internationally renowned companies, the Swedish and Scottish Governments, and figures from the research community.



Financial Performance

Our organisation's funding comes from a variety of sources, and we are grateful to the following for their vital support and belief in Mindroom:

- **Statutory Funders:**

- **The Scottish Government**
through The Workplace Equality Fund, The Inspiring Scotland Fund, The Promise Fund and the Children, Young People, Families and Early Intervention Fund (CYPFEIF).
- **Edinburgh City Council**
through The Communities And Families Fund and The Community Mental Health and Wellbeing Fund.
- **NHS Lothian**
- **Glasgow City Council**
Community Mental Health Fund

“

Fabulous service for my son, he has felt heard for the first time and has gained the confidence to speak out. It has taken a massive weight off my shoulders knowing someone else is fighting his corner and has his best interests at heart.

”

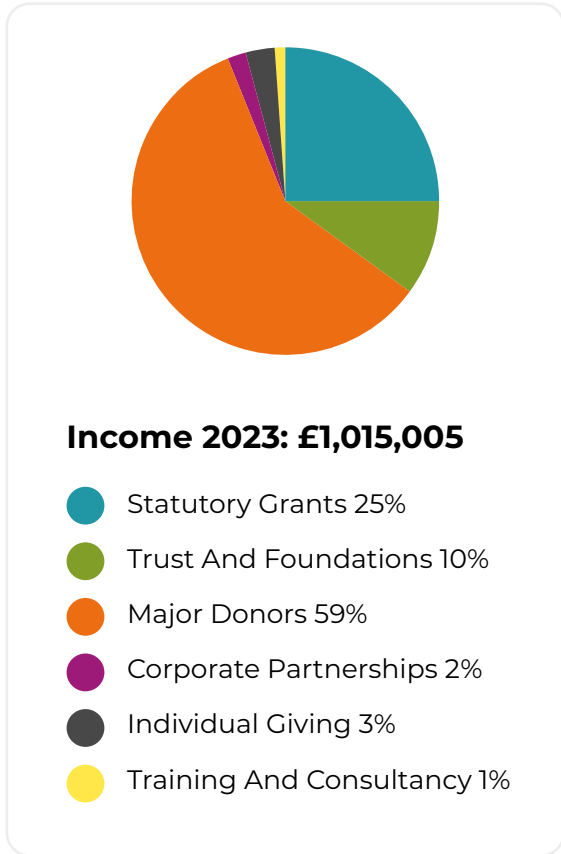
- **Trusts And Foundations:**

- **The National Lottery**
Community Fund
- **The Robertson Trust**
- **R S Macdonald Charitable Trust**

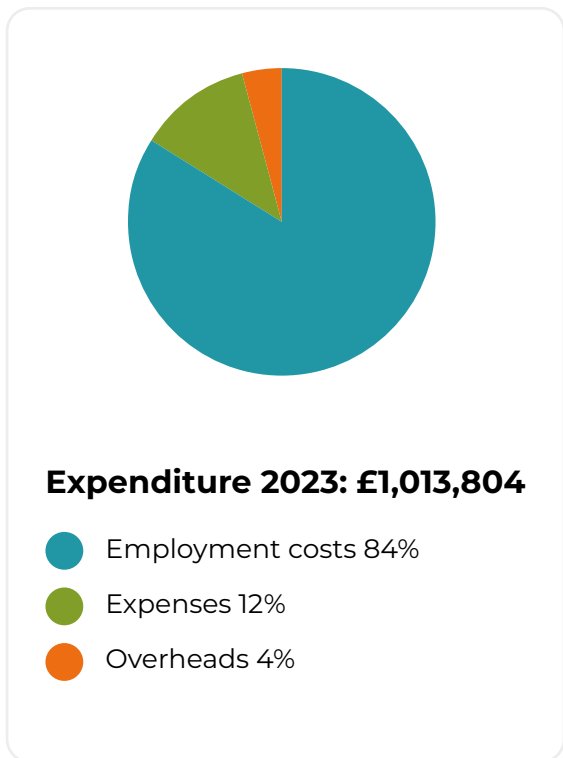


Mindroom would like to express our sincere appreciation for the generous support provided by **AEH Salvesen Trust** over recent years. This support has been instrumental in our growth and development, leaving a lasting legacy for Scotland's neurodivergent children, young people and their families.

“
 I was able to go back to school and feel happy and didn't feel like a target anymore.
 ”



Our intensive one-to-one, person-centred service delivery model resulted in 84% of our expenditure going towards salaries and employment costs.



“
 There has been nothing but positives from interacting with Salvesen Mindroom and I strongly recommend reaching out to them.
 ”

Totals correct at time of going to press and are subject to verification by our statutory auditors, Thomson Cooper.

Thank You

At the close of this report, we extend our heartfelt gratitude to our stakeholders – including our committed trustees, valued partner organisations, stakeholder groups, and hardworking staff team. Special thanks also go to those whose generous donations sustained and elevated our work during 2023.

While this report details our achievements and milestones throughout the year, we recognise that the true measure of our success lies in the positive changes reflected in the lives of those who access our service.

We express sincere appreciation to the neurodivergent children, young people, and their families who have collaborated with us, sharing their experiences and aspirations. Your invaluable contributions have been instrumental in shaping our work, and we are profoundly grateful for your trust and partnership.

And finally...

We extend our deepest gratitude to Sophie and Robin Dow for their tireless efforts in founding and supporting Mindroom. Their vision, passion, and commitment have been the driving force behind our journey. It is thanks to their extraordinary leadership and compassion that we stand where we are today. But let's not forget, that their daughter Annie, who inspired them to found the charity, is the true boss around here.

“

I honestly believe I wouldn't have improved so much if it wasn't for the support from my worker. They made me feel more confident, capable and comfortable with being my true authentic self.

”



Our Supporters

Thank you to everyone who supported Mindroom during 2023.



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