

INTRODUCING

THE MUNGO FOUNDATION



themungo
foundation

Rogart Street Campus,
4 Rogart St, Bridgeton,
Glasgow, G40 2AA

0141 772 7552

www.themungofoundation.org.uk
Scottish Charity No: SC035078

Vision and Mission

The Mungo Foundation has a rich history of supporting vulnerable people that stretches back 45 years. We aim to become the leading social care provider in Scotland by ensuring that everyone, regardless of ability, health or social status is able to live their best life.

The organisation has a varied portfolio of 29 different services, reflecting its history of responding to new and emergent areas of need. We provide care and support to vulnerable people in the following areas: Elderly & Dementia Care, Homelessness, Learning & Physical Disability, Mental Health and Recovery.

Our mission is to improve and enrich the lives of the most vulnerable people in our communities through our charitable work.

History and Background

1976 - First Learning Disability respite services opened by socially conscious members of Glasgow's Catholic community.

Early 1980's - The organisation formally becomes The Community Social Services Department of the Archdiocese of Glasgow Social Services department

Late 1980's - During widespread deinstitutionalisation we developed learning disability, mental health and older peoples' residential services.

1990's - Against the backdrop of the HIV / AIDS crisis we open a residential rehab centre, Red Tower. It helps to change thousands of lives before closing in 2012.

Early 2000's - Advent of Transitional Housing Benefit provides opportunity to support people into independent living: this leads to the development of housing support services.

2004 - The organisation becomes independent from the Archdiocese. As a result The Mungo Foundation is formed, taking it's name from the patron saint of Glasgow.

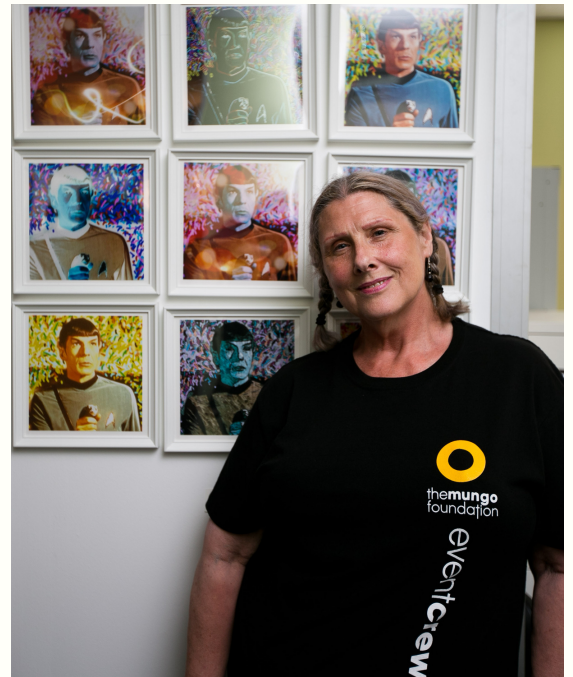
2013 - Deployment of our first 5 Year Strategy.

2017 - The Mungo Foundation commits to the Glasgow Alliance to End Homelessness.

2019 - Bankhall Court becomes the first care home service in the West of Scotland to achieve a Soil Association 'Food for Life' Bronze award, recognizing their commitment to providing residents with healthy, nutritious meals made from locally sourced produce.

June 2020 - Need for a contemporary governance model brings a change in leadership. New Board appointed.

May 2021 - Release of a new 5 year strategy.



New Business and Developments

Our service portfolio currently consists of:

14 services for Adults & Children with Learning Disabilities, incl. residential, respite, housing support and day support.

7 Homelessness services, incorporating outreach, temporary & long term accommodation and support for unaccompanied asylum seeking children.

3 Mental Health support services, incorporating housing support, care at home services and residential care.

3 residential Elderly & Dementia care home services.

2 Recovery services.

We may have a rich history behind us, but we're looking to the future. We continue to develop as a service provider, working with new Local Authorities and Housing Associations.

June 2021 saw the opening of Roslin House, a new 8 bedded state-of-the-art respite service for children and young people with additional support needs in Stevenston.

The service, commissioned by North Ayrshire HSCP, is part of an extensive multimillion pound new development, including a brand-new school for children with additional support needs.



We're also proud to be one of the founding members of the Glasgow Alliance to End Homelessness.

The first collaboration of its kind in the UK, The Alliance is a city-wide movement for change, bringing lived experience groups together with service providers and Glasgow City Council to create a more coordinated, whole system approach to tackling homelessness in the city. Our stated ambition is to eradicate homelessness in Glasgow by 2030.

A programme of modernisation is also well underway within the organisation. Software solutions such as MHR I-trent and MS Sharepoint enable our HR and Finance business partners to support staff and services efficiently and effectively.

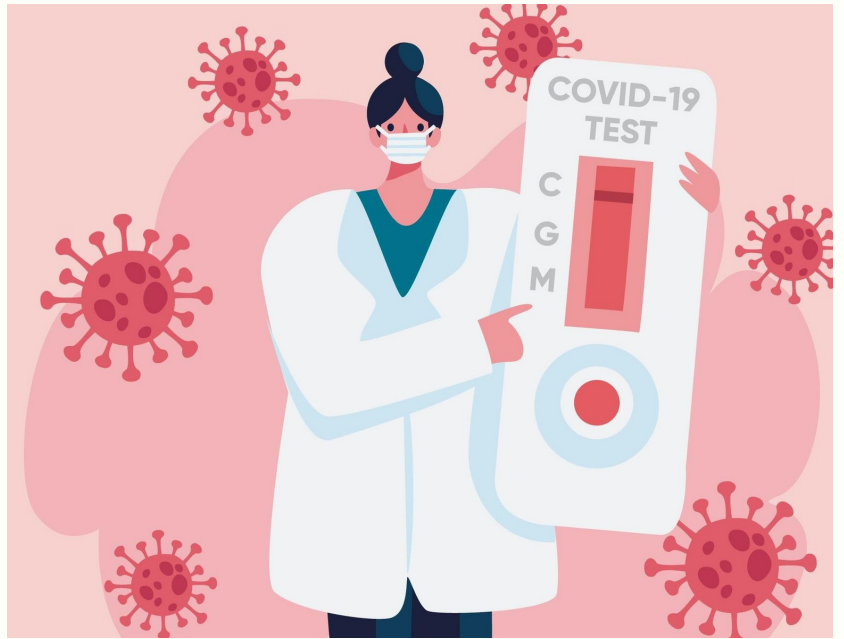
We're also currently trialling Soldo, a spend management platform that will make it easier for Project Managers to use and monitor their funds via dedicated debit cards for their services.



COVID-19

In 2020 the coronavirus pandemic turned the world upside down, with the social care sector being hit particularly hard .

When the virus emerged The Mungo Foundation leadership team was quick to act. Our Covid Dynamic Risk Assessment Group (CODRAG) was set up to assess the risk to our services, organise PPE, vaccination, workplace testing and more.



CODRAG met once a week, escalating any concerns to the Executive Team, who met twice weekly. Some services were temporarily suspended whilst enhanced infection controls were quickly introduced in those services that remained open.

Thanks to the vigilance of our front-line staff and the preparedness of our support functions we have reached this stage of the pandemic with a very limited number of outbreaks and cases.

Life changed overnight for our staff and people we support, and like everyone else, we adapted. Securing 30 new tablets and iPads for residential services allowed our care home residents to stay in touch with their loved ones over video call, in the absence of family visits.

Throughout the pandemic we worked hard to support the mental and physical health of our staff. We introduced COVIDWel, an employee wellbeing programme designed to combat some of the physical challenges of Covid-19, and gave our staff access to a range of different mental health support programmes and resources, including:

- Qwell, a bespoke, anonymised mental health support platform,
- Ten for Zen mindfulness resources designed to help employees manage stress and build resilience.

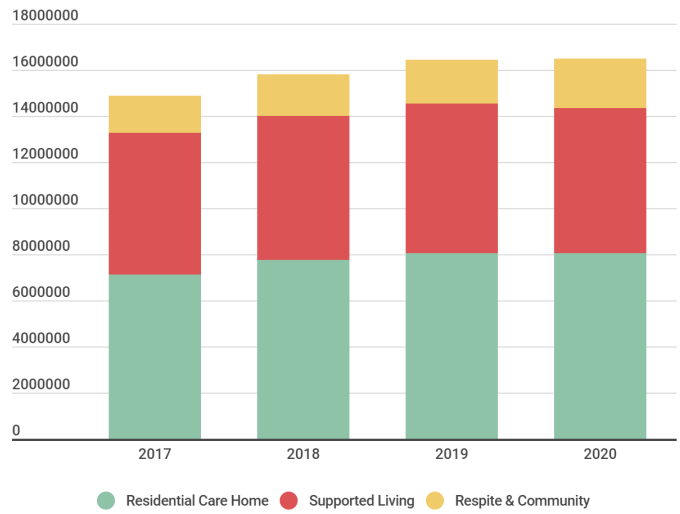


Financials

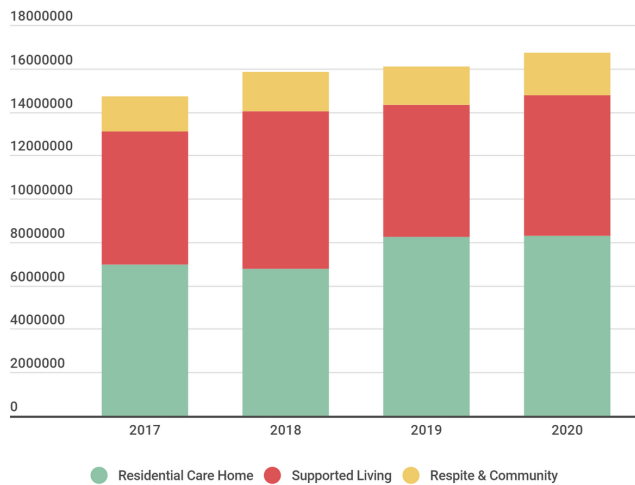
The Mungo Foundation continues to quietly operate from a position of strength within the sector. Our income and expenditure grew year on year between the period 2017 to 2020. Total year end turnover sat at:

- 2017: 14891278
- 2018: 15803989
- 2019: 16425752
- 2020: 16466501

Income Growth 2017 - 2020



Expenditure Growth 2017 - 2020

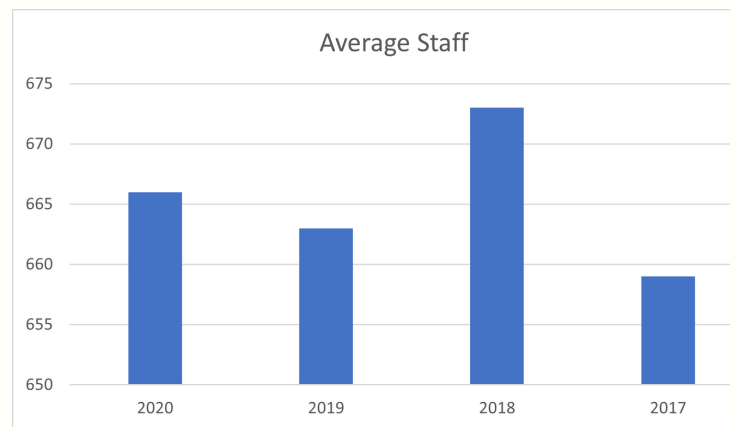


Our expenditure also shifted, in line with growth, across this period. Total expenditure at year-end sat at:

- 2017: 14722040
- 2018: 15824916
- 2019: 16094728
- 2020: 16728028

Throughout this period staffing levels have stayed relatively consistent (allowing for a slight spike in 2018) with the organisation continuing to employ roughly 660 staff members across Glasgow and the West of Scotland.

Average Staff



GOVERNANCE STRUCTURE

The Mungo Foundation's governance structure changed in 2020, with the appointment of an entire new Board of Trustees. This evolution is in line with our transition away from the Archdiocese of Glasgow, and has brought a committed group of high level professionals on to the Board. The greater degree of relevant

experience that they bring with them is already leading to improvements in areas such as performance management and accountability. The new Board will play a key role in shaping our strategic direction, and will add valuable additional resource as we navigate uncertain times within the sector.



STAFFING & VOLUNTEERING

We make it as easy as possible for staff to pursue a career in social care, providing full funding for staff qualifications. Across 2019 - 2020 we funded 80 staff to pursue their SVQ and HNC qualifications, up to SVQ Level 4, Leadership & Management.

Our staff turnover has been steadily decreasing year on year across the last three years. Staff absence levels also decreased year-on-year in the years prior to COVID-19.

COVID-19 demonstrated the importance of inter-dependence and resilience at a community level.

Our services are not islands; alongside the benefits they can bring to an area as an employer, they also play meaningful roles within their communities.

Whether it's residents taking part in local litter picks, (Lanark), staff building relationships with local nurseries (Moffat St) or the local constabulary being guests of honour at our Open Days (Buttercups House) our services regularly contribute to life within their neighbourhoods.

From inter-generational friendships to tidier local parks, we help those we support to enjoy the benefits of being involved in their communities.

C.I. GRADES AT A GLANCE

- Averaged 4.96 for Supporting People's Wellbeing.

- Averaged 4.84 for Care and Support Planning.

- Averaged 4.87 for 'our Environment.

- Averaged 4.77 for Staffing.

- Averaged 4.96 for Leadership

- Averaged 4.88 overall