

COSGROVE

supporting independent lives



Impact Report
2024/25



Foreword from Dr. Donny Lyons, Co-Chair of Cosgrove Care

In this year's impact report, you will see many examples of how we do everything in our power to help the people we support get the most out of life. These include wellbeing, individual and group support, helping people connect, creative arts, fun activities and, perhaps most importantly, breaking down barriers. Adults and children with disabilities face obstacles that society puts in their way. This can mean that the people we support are at risk of not enjoying the freedoms, personal development and fun that the rest of us enjoy.

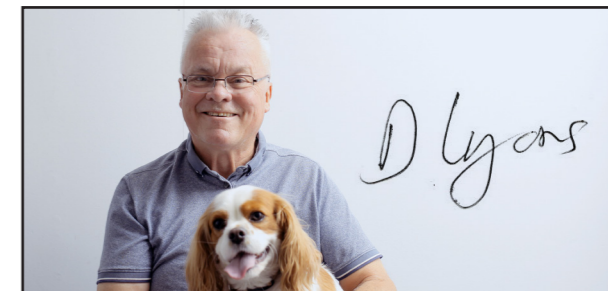
It is no coincidence that this chimes with the United Nations Convention on the Rights of Persons with Disabilities (CRPD). At Cosgrove, people's rights under CRPD are central to our work. They drive everything that we do, and we want this report to show the impact of this work. You can get the articles of CRPD online, but here are just a few examples of how the impact of what we do hits the mark when tested against some of the CRPD articles.

- We provide support and activities for children that they might not enjoy otherwise (Article 7, children with disabilities).
- We support people to show what they can achieve, and promote this to the wider society (Article 8, awareness raising).
- We have robust child and adult protection procedures with regular reports to board-level committees (article 16, freedom from exploitation, violence or abuse).
- We have supported accommodation in the heart of our community, and we support people to use and enjoy the same facilities as anyone else (article 19, living independently and being included in the community).
- We include family carers in shaping and evaluating what we do (article 23, respect for home and the family).
- We encourage healthy eating and empower people to better care for their own health (article 25, health)
- We help to develop and show off people's creative skills, e.g. visual arts and drama (article 30, cultural life etc).

But perhaps most importantly, we follow and promote the principles of equality, non-discrimination, respect for differences, participation and inclusion, and equal opportunities (article 3, general principles).

None of this would be possible without our fantastic staff and volunteers (including my fellow board members), with the boundless vision and drive of our CEO, Heather Gray at the helm. It would not be possible without all who have supported us with grants and generous donations.

Nor would it be possible without the input of the people we support and their families. Their experience, knowledge and advice are essential to us. We need and use their support to help break down barriers and make people's lives the best they can be.



Our Values

Respect

We are respectful of the people we support and each other. We put people first, we keep the people we support safe, we look after the people we support and our staff.

Integrity

We hold ourselves to high standards, the way in which we work is as important as the work we do.

Compassion

We care about the people we support and each other - we act with compassion.

Excellence

We pride ourselves in our reputation for delivering high quality services, we are driven to continually improve ourselves.





Introduction from Heather Gray, CEO

Our aim is simple - we want the people that we work with to live their best life... to thrive and achieve as equal citizens in our communities.

We are really pleased to bring our 2024/25 Impact Report to you. This has been a successful and impactful year for Cosgrove Care, as we have prepared to celebrate our 65th anniversary. We are delighted to share our latest achievements and work with you.

Our focus this year for our Impact Report is around supporting people to thrive and achieve, to build their skills and talents and realise their Human Rights. We hope that the 2024/25 Impact Report brings our work to life for you through the stories of the people we work with every day and their families. This year, we have developed and launched our new strategy for 2025 - 28. This will help us secure a positive future for Cosgrove Care which sees us do more to support people with learning disabilities and additional needs to live safe, independent lives in our communities amidst some of the biggest challenges in a generation within Health and Social Care. You'll be able to read about our work in the arts- drama and art and the fantastic work of Social Sundays-

a group set up to tackle loneliness and isolation for local people. We have also focused on making new connections and partnerships through our new Social Work student placement scheme, helping educate future generations of professionals in Scotland. This is exciting and groundbreaking work which we are confident will create new opportunities for Cosgrove Care and the people we support.

We are proud to work with children and adults with learning disabilities, mental health issues, autism and other support needs. We want to see them thrive and grow, realise their Human Rights and live life to the full. Our Board, led by Dr. Donny Lyons and Colin Black have a strong vision for the future which places this aspiration at the heart of everything we do. We have welcomed new Board members this year who will help us continue to be ambitious and focused on delivering the best support and services. Lived experience and co-production sit at the heart of our refreshed approach.

As an organisation, we take a needs-led, person-centred approach to all of our work. We work individually with people to make sure the design and shape of their support fits their lives and their hopes for the future. We know how important it is to build the skills and talents of the people we support and how vital it is that we offer opportunities for personal growth and connections. We have redoubled our efforts in this important area this year.

During 2024/25, we have worked intensively to secure multi-year funding. We were delighted to receive funding from the National Lottery through their Improving Lives Programme to develop our drama work. You will be able to read about this and hear about our performance of Harry Potter which was a huge success and sees the talents of our actors move to another level.

We want to continue to bring out the best in the children and adults we support- their futures and personal resilience is key.

Despite the challenges that Social Care is facing, we remain optimistic and ambitious to achieve more. We want to continue to make sure that people with learning disabilities take up their rightful place as equal and full citizens. Our Co-Chair, Donny Lyons is determined that this is a central pillar of our work and we are proud of what we have achieved and ready to do more.

We simply could not achieve success for the people we support without the incredible commitment of the Cosgrove

Team and our army of volunteers. Their hard work, determination and resilience is an inspiration. We will continue to fight with our partners across Scotland for the elevation of the Social Care workforce and for greater recognition of the incredible work that goes on every day.

I am very proud of how hard the team has worked in challenging circumstances across all our organisation- fundraising, volunteering, digital, finance and administration as well as our incredible front-line teams. We are a family and we care about the people we work with and about the future of Social Care. We have been very fortunate to welcome two talented new leaders to our team in the last year- Anna Templeton as Depute CEO and Laura Crichton as Director of Services. They bring a unique blend of skills that will sustain and help evolve our organisation into the future.

I am also very grateful to our dedicated Board who inspire and lead us every day and believe in what we do. At Cosgrove, we want to be the best we can be for people we support, for Social Care and for the communities we work in. To have a multi-talented Board who are so committed makes our work joyful and inspiring.

Thank you for taking time to read our report. If you want to join us and be part of our incredible story, please do get in touch.



New Strategic Business Plan

In 2024 work started on the preparation of a refreshed Strategic Business Plan for 2025-28. This was developed in collaboration with key stakeholders at a number of workshop sessions including:

- the Cosgrove Board of Directors;
- the Corporate Management Team;
- Service Management Teams;
- Head Office Staff; and
- the Employee Forum.

Following formal Board approval, a number of briefing sessions, starting in February, 2025, were held with staff

from across the Organisation to formally launch the new Plan. The Board also approved a review of the previous Plan for 2021-24, which has been included in the new document and sets out what was achieved and what has impacted on these achievements.

Key statements included within the new document include the following, which will guide the continuing work of Cosgrove Care during the three-year planning period, the vision and mission remain unchanged from the previous plan.

Our Vision and Mission;

Vision

Our mission and values will continue to guide us as we look forward and will underpin everything Cosgrove does. We believe that supported people deserve the opportunity to live the life they choose and to thrive as equal citizens. Our focus will build on past success and ensure that Cosgrove Care thrives and grows with a strong, sustainable outcomes focussed strategy.

Our Mission

To support you to be you. We provide individual, person-led, support to those who needs it.

Updated Strategic Pillars

Three key strategic pillars drive the focus of the Organisation with all action plan items being categorised under each of these:

- Provide High Quality Care through Innovation and Excellence
- Be Recognised as an Employer of Choice, valuing all Staff and Volunteers
- Be Efficient and Sustainable in the Use of All Our Resources

Strategic Objectives

The Strategic Pillars and the Action Plan which sits below them provides the structure within which Cosgrove will all deliver against the following Strategic Objectives:

- We will continue to put people at the centre of all of our activity and planning and help people live the life they choose, always demonstrating evidence-based practice.
- We will continually do the best we can to enrich the communities where we work and add value, bringing new funding and opportunities to communities.
- We will value Social Care as a profession and strive to be an employer of choice, with a focus on the wellbeing of staff and volunteers.
- We will raise and use our charitable income to help people live life to the fullest – **supporting you to be you.**
- We will campaign for change and use our voice to advocate for people to exercise their equal rights and opportunities; and ensure the voice of the people we support features in how we plan and review activity across Cosgrove Care.

Action Plan

Key actions to be delivered within the plan period include, within Outreach Services, a service mapping and specification exercise to determine future service provision and to link this to available funding/resources from all sources, considering the skills and resources required to support complex individuals and the accommodation and premises that the Organisation will require to support such individuals.

In Supported Living consideration will be given as to how to create more housing opportunities and report, including new services and the creation of respite opportunities.

Support Services will as an example seek to further embed the use of Technology Enabled Care as a central feature of support, ensuring the approach enhances lives and promotes independence.

Progress Reporting

Trustees and Senior Managers will receive update reports on the progress of Action Plan items every six months with the first report due in the Autumn of 2025.

- Billy Gray, Cosgrove Associate



**Supported Living Services:
Fraser McDonald**

Fraser was born in 1996 and is now 28 years old, he will be 29 on his next birthday.

Fraser was diagnosed with childhood autism, with associated learning difficulties, when he was 2 years old. He was raised in Netherlee, East Renfrewshire by his mum and dad, along with his older sister Sarah and his younger brother Ewan.

After his diagnosis, Fraser's family came into contact with Cosgrove Care for the first time and have been supporting the family in various ways ever since.

Fraser attended the Glen Family Centre, Giffnock as a toddler and was well supported throughout his early years, before moving onto Primary School, attending the old Isobel Mair School in Clarkston and then onto Secondary School, finishing his studies at the new Isobel Mair School in Newton Mearns.

Throughout all of this period, Fraser and his family were supported by Cosgrove Care, firstly within Child Services and then moving onto Adult Services. Over the years Fraser has become a well known face to many of the staff and many of the other families supported by Cosgrove Care.

Although Fraser is physically mobile, he is mostly non verbal, however, he can and does still participate in many activities and is fully aware of his surroundings. He understands his capabilities and realises that he does require help and assistance with many of his day to day needs.

As a child Fraser received 2:1 support from staff for safety reasons, however, as he developed and got older, he now needs 1:1 support, which he still receives from various staff. In his early 20's, Fraser

developed epilepsy but thankfully his medication continues to help him with the condition, which is now well managed.

In 2022, Fraser's parents, in association with Social Work and Cosgrove Care, started the initial planning sessions for Fraser's future, with the aim of finding some form of Independent Living arrangements for his future needs.

After many productive discussions and various planning meetings, Fraser secured a tenancy with Hanover Scotland and in December 2023, he left his family home and moved into his new home in Giffnock. The package put together by Social Work and Cosgrove Care resulted in Fraser having the support and assistance needed to live separately from his family for the first time.

He has now fully settled into his new home and more importantly remains part of the Cosgrove family, which has been the case for over 25 years now and counting. He continues to enjoy his social activities such as his art classes, bowling, walking etc as well as socialising and living with his new flatmates.

Fraser's life has been challenging and this will remain so, however, he continues to move forward and is fully supported by all those around him. His family are so pleased that they too, still have Cosgrove Care in their life. In particular, the family wish to pass on their sincere thanks to all of the dedicated and professional staff who are there to support Fraser, at present and in the future.

*- Helen and Tom McDonald,
Fraser's mum and dad*



Children's Services: Cameron's Journey

Cameron's journey with Cosgrove Care is a story of growth, connection and the power of person-centred support. Over the years, we've had the privilege of watching Cameron flourish, developing confidence and independent skills that will support him into adult life. Our Children Services team worked in close partnership with Cameron and his family to tailor support that met his needs and celebrated his strengths.

Cameron originally attended our Saturday morning "boys group" back in 2018 before Weekend Warriors officially transformed to what it is today. Cameron settled in so quickly, it was clear from the start that he felt a sense of belonging. By our staff team taking time to understand Cameron's needs and what made him feel safe, we were able to adapt the support to ensure this was tailored to him. Cameron also joined us for regular activity days during school holidays, where he enjoyed a wide variety of experiences ranging from trips to Heads of Ayr, The Yard Edinburgh and

Science Centre Glasgow, to name a few. He was a regular member of our Weekend Warriors group, which he attended every Saturday morning right up until end of Summer 2025. With consistent support and familiar routines, Cameron confidence grew and now aged 18, Cameron is transitioning into our Adult Services. This has been carefully planned to allow for a smooth transition to ensure Cameron and his family feel well supported. We worked together to manage this carefully to ensure Cameron and his family were fully informed and confident.

Cameron's journey reflects Cosgrove Care's commitment to lifelong, person - centred support to ensure every individual has opportunity to thrive. It has been a privilege to walk alongside Cameron on his journey from childhood into adulthood. We're proud of how far he's come and honoured to be supporting him in this next chapter of life.

*- Heather Rankin, Operational Manager
Children and Young People's Services*



» **Viktoriiia, Cameron's Key Worker Children Services:**

"I remember when I first started, Cameron showed little interest in certain activities, but over time he began actively participating in team games and various motor skills development activities (playing with kinetic sand, drawing figures, browsing through magazines). We watched as he became more independent (dressing himself, taking care of his personal needs), more confident, and more open to new experiences. We are proud of his achievements and the journey he has taken."

» **Tracey, Cameron's Mum:**

"Cameron has loved being in Cosgrove child services for the last few years so we're so glad he's been able to move on into adult services. The transition so far has been stress free for both Cameron and us. Cosgrove have kept in great contact with myself and Cameron's social worker. Cameron has had time to get to know his new support workers at school before he left in June and over the summer when he attended activity days. I know Cameron is in good hands going into adult life."



Adult Services: Gael's Story



“Transitioning from the security of home life to independent living presented our daughter Gael with many challenges but also opportunities for personal growth

Our daughter, now aged 49, moved to independent living when she was 25.

She needed a lot of support in meal planning, shopping, cooking, cleaning and in planning for her leisure times.

We, in conjunction with Cosgrove continually work to help our daughter achieve a balance in caring for herself and a healthy and fulfilling life and also the challenges both practical and financial in having a home of her own. There is no doubt her ability to live independently only works because of the level of support provided by Cosgrove.

The practical issues were greatly helped then as now by the involvement and co operation of Cosgrove and our daughter benefits greatly from the relationships that were built with staff but also with other Cosgrove supported people.

Our daughter has taken part in the many activities provided by Cosgrove over the years and these classes have massively increased her self confidence, her outlook on life and her happiness.

Being involved as a co-trainer and involved in the interview process and training was also a great boost to her self esteem.

In conclusion our daughter has always considered Cosgrove as her family.”

- Gael's Parents



Volunteer Spotlight: Simon Cook, Cosgrove Drama Group Volunteer

"Simon plays a large part in the success of Cosgrove Theatre Players by really giving of himself to the role of volunteer. In his hands, the role takes many guises, for example, when we break into group work, he's the Guide on The Side (providing support during exercises) or The Meddler In the Middle (providing creative collaboration and/or playing a part on behalf of an absent performer). In addition, he takes on the role of Stage Manager, often pre-empting the setting and striking of certain props and pieces of set. He even makes the tea!

Simon is someone we can rely on. Someone who 'gets us' and values us. He throws himself into whichever role is necessary to best facilitate our drama experience and our creation of performance, he's truly invested in our creative success. All of the foregoing evidences his fully embracing the very ethos of Inclusive Theatre. Arguably, an example to future Volunteers in Drama at Cosgrove."

- Clare Hume, Drama Facilitator at Cosgrove

Question: What is your motivation for volunteering with our drama group?

"Having previously worked in Social Care with people of all ages and abilities, I have empathy for those who require some assistance. With the birth of my first child, I decided to take a career break as I wanted to spend as much time with him as I could. I'm still recovering from a brain injury I had twenty years ago whilst I was teaching English in Japan. Since then, I've done a lot of academic study in the creative zone and worked in this area. Having worked in film production I know how drama works, be it a play or a film. I want to use my skills and knowledge in the creative arena where everyone can express themselves in a supportive environment and my volunteering role in the drama group enables me to do this."

-Simon Cook



Cosgrove Coffee and Wellness Hub

"Warm, friendly and welcoming!"

We are delighted to report that Cosgrove Coffee and Wellness Hub continues to be a great success. The club meet fortnightly at the Maccabi Centre, May Terrace from 10.30-12.15pm and is coordinated by our amazing volunteer, Andrea Fox.

The club is all about making connections, supporting wellbeing and having fun and aims to support older people in the Jewish Community. The group enjoys a variety of fun outings during the year and invites guest speakers along to give insights and support. The club provides transport to attend if this is needed. We are grateful to the community mental health and wellbeing fund.

- Lauren Jarvis, Volunteer Coordinator

"I have been going to the Cosgrove hub for four years. I have met so many lovely people, Andrea is a great person who organises things perfectly. I look forward to Fridays to meet my friends, have a cake or two, plenty of tea and a good blether. I used to be very quiet, now I have gained my confidence and come out of my shell"

-Participant

"Andrea is such an inspiring person with such empathy for everyone she encounters, Cosgrove is indeed a wonderful organisation, and we are so fortunate to have this"

-Participant

Thank you to Voluntary Action East Renfrewshire:
Communities Mental Health & Wellbeing Fund





Social Work Student Placements at Cosgrove

At Cosgrove, we are proud to offer meaningful student placement opportunities for aspiring social workers. These placements provide hands-on experience supporting children, young people and adults with learning disabilities, autism, and other support needs—while also enhancing the quality and reach of our services. In the last 12 months we have hosted 3 final year students from the University of the West of Scotland, Glasgow Caledonian University and the University of Strathclyde and 5 observational student placements for year 2 students from Strathclyde. We have one in-house Practice Educator whose role it is to provide professional supervision each week, assessing them against the Standards in Social Work Education (SiSWE) and a number of trained Link Workers within our team who offer support and guidance day to day.

The benefits of having students are many, including:

Students gain essential, real-world experience in person-centred support, advocacy, and ethical practice. Working alongside multidisciplinary teams, they build emotional resilience and develop a deep understanding of legislation, complex casework, and holistic support planning. For Cosgrove and our teams, student

placements bring fresh perspectives, academic insight, and renewed energy. Their contributions help us expand our capacity, improve service delivery, and strengthen partnerships with universities. These placements also support long-term workforce development by providing a valuable recruitment pathway.

The presence of students enriches the care and support experience for the people we support. With a strong focus on advocacy, empowerment, and independence, students play a vital role in ensuring support remains person-centred and responsive to individual needs. In times of reducing budgets students are also a source of additional high quality support to access social activities, employment and volunteering, and providing practical assistance.

Through these placements, Cosgrove contributes to the development of a skilled, compassionate, and reflective social work workforce. We help bridge knowledge gaps around disability and champion evidence-informed, values-based practice grounded in lived experience. Over the next 3 years, Cosgrove has plans to develop our capacity for hosting more placements year on year and look forward to keeping you updated on our, and our students journey.

- Anna Templeton, Depute CEO

“My placement with Cosgrove Care was an incredibly valuable and rewarding experience. I thoroughly enjoyed working alongside both the individuals being supported and the dedicated staff team. The organisation’s strong person-centred approach was evident in all aspects of their work, and it was inspiring to be part of an environment so focused on empowering individuals and promoting their independence.

One of the highlights of the placement was having the opportunity to work with individuals on a one-to-one basis, supporting them in accessing the local community and helping maintain those vital connections. It was equally rewarding to work in group settings, where there was a real sense of community and genuine friendships among those attending. These experiences reinforced the importance of social inclusion and the role it plays in wellbeing and quality of life.

Throughout my time at Cosgrove Care, I developed key skills that will support me in my future role as a social worker. My communication abilities and confidence as a practitioner grew significantly, particularly through direct engagement with individuals with learning disabilities. This experience greatly deepened my knowledge base and understanding of the challenges they face, as well as the importance of meaningful, respectful, and person-led support.

I also gained valuable insight into areas such as Self-Directed Support (SDS), care planning, and developing creative, practical solutions to meet people’s unique needs. These experiences have enhanced my ability to think critically, advocate effectively, and approach each individual holistically—skills that are essential for professional social work practice.

Cosgrove Care offered me a real opportunity to learn, grow, and contribute in a supportive, values-driven setting. It was truly a fantastic placement, and one that has laid a strong foundation for my ongoing development as a social worker.”

- Lucy Blackie, Strathclyde University



Creative Growth and Community: A Year of Artistic Expression at Cosgrove

2024/25 has been a truly inspiring year for Cosgrove's art classes, marked by creativity, confidence, and connection. Our advanced art sessions, with their smaller group sizes, have provided the ideal space for individual artistic voices to flourish. These more focused sessions have empowered participants to grow not only in technical skill but in self-expression, building bodies of work that reflect their unique styles, interests, and perspectives.

One of the year's highlights was our exhibition at the Dandelion Café. This event brought together works from both our advanced sessions and larger group classes, showcasing the diversity and depth of talent across our art community. The exhibition received fantastic feedback and marked a turning point in the visibility of our artists' work. It planted the seed for future opportunities and gave many participants their first taste of public recognition for their art.

Riding the momentum, we were thrilled to present a second exhibition at Eastwood Park. This show centred around the theme of flowers, interpreted by each artist in their own distinctive style. From bold, abstract petals to delicate blooms, the exhibition demonstrated not only the technical range of our artists, but the passion behind the creations. The event attracted new audiences and has started to generate a growing following for Cosgrove artists—an exciting sign of what's to come.

As we look ahead, we're building on this success to continue nurturing creativity, confidence, and community through art. With each piece of art and future exhibition, our artists are claiming their space, expressing themselves, and showing the the power of inclusive, supported creativity.

- Susan Kennedy, Arts Facilitator at Cosgrove Care

Autistic Adult
Support Fund

Leaps and Bounds: The Cosgrove Players Drama Performances

Clips of Cosgrove Theatre Players' rehearsals, and their live performance of Harry Potter, have been captured in this documentary, along with voices of some members of the Cosgrove Community, including some performers/learners and their respective family members.

Heather Gray, our CEO, is featured. Heather emphasises the transformative power of Cosgrove's drama for adults with learning disabilities, highlighting its impact on confidence, connection, and personal growth. With the collaboration of Teaching Drama Artist, Clare Hume, individuals are given the opportunity to participate in high-quality drama experiences, experiences which stretch their abilities and foster talent.

Clare notes the joy of mutual learning and collaboration in a supportive environment, where individuals can discover their creative potential without limitations.

Murray shares his journey from feeling inadequate in acting to thriving on stage, crediting the supportive community and Clare's guidance for his progress.

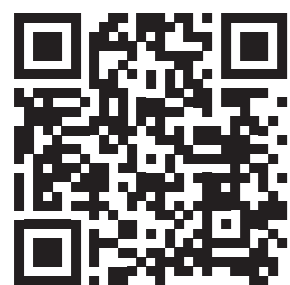
Similarly, Sascha describes how drama has boosted her confidence, enabling her to speak in public, despite her stutter. Her Mum, Lillas, observes the mutual support and dedication among performers, noting significant personal growth, particularly in Sascha.

Lauren expresses her lifelong passion for drama and how her participation has nurtured her skills and ambition. Her Mum, Marion, reflects on Lauren's transformation from shyness to confidence, highlighting the benefits the Cosgrove Players has brought to her life in terms of her sense of purpose and general wellbeing.

And it is Mark, who encapsulates the sense of community, declaring everyone as a second family.

This entertaining and beautifully created documentary by film maker, Helena Ohman, breathes life into these words, it affords the viewer an insight into the quality of theatre being produced by our performers, and illustrates that, in the making and gifting of same, the performer's life is much enriched.

Clare Hume, Drama Facilitator at Cosgrove



Scan to watch the 'Leaps and Bounds' documentary.





Yoga and Wellbeing at Cosgrove Care

I have had the privilege of facilitating the Cosgrove wellbeing sessions in 2024/25 and what a journey we have been on!

Wellbeing encompasses a vast range of topics and our aims have evolved as we explored what each individual hoped to achieve within our sessions. We began our sessions utilising a trauma sensitive model of yoga called TCTSY (Trauma Centre Trauma Sensitive Yoga). This is a great fit as its core principles centre use of language, choice making, power sharing, non-coercion and getting to know sensation.

Although TCTSY employs physical forms and movements, the emphasis is not on the external expression or appearance. Rather, the focus is on the experience of the participant.

Attending to social health via connection is always a top priority and we begin every session setting up our space together. This involves as many participants as possible in collecting equipment and arranging our space.

We have a wonderful collection of equipment that we have collated together over time, including giant yoga balls, blocks, straps, hula hoops, massage tools, yoga, affirmation and expressing emotions cards. We are very grateful to funders and donors for funding the equipment used.

Often we begin with a ball game to bring the group together and introduce some cross body movement which is great for cognition. Participants choose whether to be seated on a chair, the floor or standing and we're off!

We then create shapes as opposed to poses that incorporate moving our bodies in each direction. An example being imagining we are swimming, again bringing our bodies and brains together and the choice of stroke, the speed and how long each participant stays with the stroke is entirely up to them.

Increased confidence of movement has definitely been an outcome as well as improving balance. Again, lots of choice around how we do this such as with a chair, wall or each other for support,

standing on blocks and always a sense of humour.

Phrases that we repeat throughout are "Sometimes we don't know until we try," "The choice I have made is the right choice for me" and "we are never stuck".

After around 45 minutes of movement, we break for tea and again involve as many participants as possible, another motto is 'Do with, not for'. Another way we introduce autonomy is by having participants lead a warm up in their style of choice. Everyone has something different to offer and to date this has included, ballet, karate and zumba.

We then have an opportunity for some one to one movement depending on what anyone might want to work on from the first session and end with an opportunity for rest. We use blankets, blocks and chairs whilst working together to choose how we would like to rest and relax. Sometimes participants lie down, take a chair, we draw attention to the body, breath and how we are feeling.

We have created our own Cosgrove playlist that all participants have contributed to.

During the afternoon session, we focus on healthy eating. Here, the aim is to increase our knowledge of healthy food choices, build skills and confidence and promote physical wellbeing.

We decide at the start of each month what our menu will be- what we might make and why. We use produce that is in season.

To date this has included overnight oats, dandelion honey, fruit and veg smoothies, pitta pizzas and homemade mini beef burgers. We stick with the same idea for 2 sessions to allow us to improve or simply try a different approach to the same dish. We spend time with the smells and sensations around each activity.

Everyone has tried things they would not have before with "Gie it a bash" being our approach.

When one participant was asked how they might describe our well being sessions they said "I just love everything about it! I have learned new skills and get to keep myself well.'

The move to Mearns Kirk has been very positive and the group has enjoyed getting to know the other groups and staff who use the Halls. This has increased a sense of community which is a benefit for all and sharing the space has allowed more opportunity to discuss sharing, respecting others and building new connections.

We can see the positive impact that the well-being sessions have had on those attending, improving physical and emotional wellbeing and building skills and confidence. The groups continues to go from strength to strength.

- Lianne Omara,
Yoga and Wellbeing Facilitator

Fundraising at Cosgrove Care in 2024

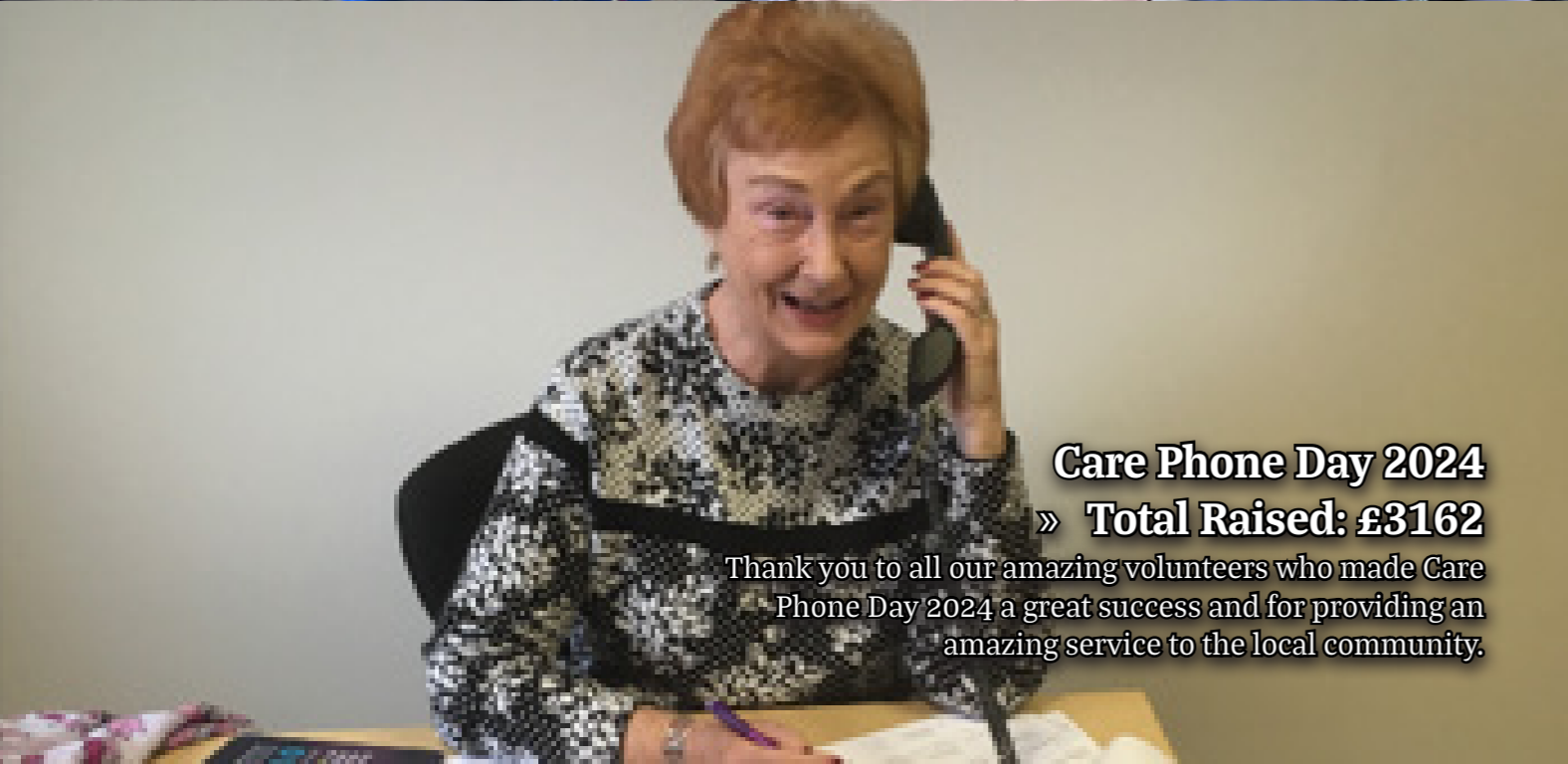
Cosgrove Care has been running exciting fundraising events across the period of 2024/25, here we take a look at the different activities and the amount raised for each individual event. All money raised during these events go towards the charity allowing us to continue running our services for the local community.



Glasgow Kiltwalk 2024

» **Total Raised: £4158**

The ever popular Glasgow Kiltwalk was met with fantastic weather allowing for some great fun in the sun! Thank you to everyone who participated on behalf of Cosgrove Care across the three different walks.



Care Phone Day 2024

» **Total Raised: £3162**

Thank you to all our amazing volunteers who made Care Phone Day 2024 a great success and for providing an amazing service to the local community.



Jazz Afternoon Tea 2024

» **Total Raised: £2324**

Guests who arrived at Loks were treated to a fantastic live performance from the Rose Room band, delicious tea and cakes and a brilliant atmosphere! Thank you to the Rose Room and to sponsors RBR, Inverarity Morton and to staff and volunteers who helped out during the event.



High Festival 2024

» **Total Raised: £15,087**

Thank you to the Jewish Community for their continued support and generosity during High Festival in 2024.



Tribute Concert 2024

» **Total Raised: £5937**

Thanks to the generosity of our sponsors Debra and David Clapham and to Richard for organising this successful event. This 12 piece live band The Swing Sensation had everyone reminiscing and tapping their toes to the sounds of Sinatra, Buble and loads more.



John Dover Endeavour Award 2024 Winner, Donna Bulger

Donna has been supported by Cosgrove for 22 years and throughout this time has overcome huge amounts of adversity in her journey to living independently. Her long-term aspiration is to work full time in a care or support setting, as she appreciates the positive impact that support work has had for her life and wants this for others.

Donna already works one day per week at a company she has been with for over 10 years, showing great commitment to her work and to her goals. She has been a well-known member of Cosgrove's community and has always made an effort to know and

help all other service users in Cosgrove. Donna completed a 12-week placement in a supported living service at Cosgrove in which she was able to gain valuable experience in support work and has never let her disability limit her life in any way, and always believes she can achieve anything she sets her mind too.

Donna was awarded the John Dover award for her efforts to overcome and achieve; she was chosen as a shining example of what an independent life can look like alongside support from Cosgrove.

- Lauren Fox, Assistant Team Lead



Social Sundays: A Community Hub

The Community Mental Health and Wellbeing Fund has enabled Cosgrove to facilitate a much needed Social Sunday group, enabling individuals who we support and other people within our local community to come together and connect, who are often extremely isolated at the weekends.

The people attending have shared over the past year simple acts of kindness with one another, with a simple model of support that offers an opportunity to have a wholesome lunch and be with like minded individuals within an inclusive and safe space.

Over a period of time, this has helped to develop meaningful relationships and friendships. It has promoted wellbeing with the use of fresh and tasty produce. We have introduced affordable activities for the participants to engage with; board games, local trips to different spaces, and use of local musicians and artists to create a themed creative process whereby those

attending can learn and develop. We would like to strengthen our model, use more varied settings to facilitate our sessions and access the wider community. Engage in activities already established where we can partner and build on new experiences.

We look forward to our Socials Sunday's growing and more friendships blossoming!

- Angela Buskie, Support Worker



» About the John Dover Award for Endeavour

The John Dover Award for Endeavour was conceived as a way for the organisation to recognise the accomplishments and personal growth of those within it, be they supported individuals, volunteers or members of staff.

Nominations are taken each year and the name of the awardee is engraved onto the trophy. Each year the award is passed on to a new recipient.



Scottish Learning Disability Week 2024: Celebrating Digital Inclusion at Cosgrove

May 2024 was an important month for all things digital, as we celebrated people's achievements during Scottish Learning Disability Week (SLDW), with this year's theme: **My Right 2 Digital**. At Cosgrove, we know that the right to digital inclusion isn't just something to celebrate for one week –

it's a right that matters every day, all year round. To mark the occasion, we hosted a Digital Café, where people came together to enjoy tea, coffee, snacks, and most importantly, meaningful conversations around digital inclusion.

Together, we explored five key areas:

- **How we use digital in our daily lives**
- **Why digital inclusion is important to me**
- **Understanding our digital rights**
- **How technology supports independence, inclusion, and wellbeing**
- **How to stay safe when using technology**

These themes were brought to life through artwork, engagement sessions, and filmed feedback.

We heard powerful messages from individuals about how using digital platforms makes them feel included, independent, and in control about choices in their lives.

Digital inclusion isn't just a concept – it's a pathway to equality, autonomy, and human connection.

At Cosgrove, we are committed to upholding **#MyRight2Digital** and making the most of assistive technology to empower every individual.

-Susan McAneney,
Business Information Manager



HR Developments at Cosgrove Care

At Cosgrove, being a values-led employer committed to excellence, integrity, respect, and compassion is more than aspirational—it's embedded in how we care for our people. From leadership development to cultural celebrations, our Human Resources initiatives are driving meaningful change across the organisation and strengthening our position as an Employer of Choice.

Our dedication to staff wellbeing and inclusion is evident in our celebration of cultural diversity. The Ukrainian Cultural Event held in November offered a rich and immersive experience of food, crafts, and storytelling, highlighting our staff's heritage while reinforcing our commitment to compassion and respect.

In March, our Leadership Development Day brought our management team together for a transformative experience. We focused on recognising and harnessing diverse leadership styles, the day fostered powerful reflection and connection. We are now better equipped to form high-quality teams and continue improving how we lead and collaborate—true to our value of excellence and our strategic aim to deliver care through innovation.

In June, we took meaningful steps to listen to our people through our Engagement Survey. This initiative demonstrated our integrity and willingness to hear from our staff and to address challenges transparently. Insights from the survey are guiding our HR strategy for the year ahead, ensuring that improvements are rooted in real staff feedback.

Additionally, we've reinvigorated our induction experience by reintroducing our in-person Welcome Day for new recruits. This simple yet powerful gesture reinforces belonging from day one, reminding our staff that their journey with Cosgrove is valued and that they are part of something truly impactful.

From building strong leaders to celebrating the unique backgrounds of our team, HR at Cosgrove Care is all about creating a workplace that's not just efficient, but warm, inclusive and highly skilled. Our people are at the centre of it all—and we're genuinely proud of the impact we're making together.

- Laura Syme, HR Manager



Financial Report and Summary 2023/4

» **Income:**

With an emphasis on organic growth and a focus on fundraising and legacy income generation, Cosgrove has had one of its most successful years in recent history. The annualised 2023/24 financial year (as it was a fifteen-month period), showed that financial year income grew by **18.7%** year on year, amounting to an increase of **£858,672**. This reflects the organic growth in delivered hours to over 231,000 coupled with a 150% increase in our fundraising and legacy income.

» **Expenditure:**

Focus on efficiency and cost reductions has allowed expenditure excluding staffing costs, to contribute savings of just over **£62,000**.

» **Net Movement in Funds:**

Taking the above into account, Cosgrove has seen a positive operating surplus of **£190,207**.

» **Operational Landscape:**

As with other organisations in the sector, we have seen significant reductions in commissioned hours in the second half of this year from all Health and Social Care Partnerships that we work with.

This has led us to become more creative in our approach and ensuring best value for money. As a result, we have focused more on Group activities and expanded these activities into the community, such as Mearns Kirk Church, Barrland Court and Thornliebank Resource Centre.

Our Supported Living services have seen Dover Lodge open, and we are excited to see the expansion of the property to be concluded by the end of 2025, with the ability to house up to four individuals.

We see that our employees are key and will continue to invest in them through training and supporting them in their qualification efforts. This will provide them with key skills to allow them to flourish with the increasing complexity of new referrals.

2025 has Cosgrove entering its 65th year. With the completion of our 2025-28 strategy, and input from all stakeholders, this will put us on a firm footing, securing multi-year funding and a commitment to drive forward new innovative solutions.

- David Pryde, Director of Finance and Corporate Services

| | 12 Months | 15 Months |
|--------|------------------|------------------|
| | 31 March 2025 | 31 March 2024 |
| | £ | £ |
| Income | 5,426,549 | 5,716,221 |

| Expenditure | | |
|-------------------|-----------|-----------|
| Staff Costs | 4,532,392 | 5,050,077 |
| Direct Costs | 120,944 | 104,721 |
| Premises | 207,880 | 323,879 |
| Administration | 203,065 | 309,819 |
| Other | 155,801 | 208,223 |
| Governance | 16,260 | 17,880 |
| Total Expenditure | 5,236,342 | 6,014,600 |

| | | |
|--------------------------|---------|-----------|
| Net Income/(Expenditure) | 190,207 | (298,379) |
| Gain on Investments | 6,210 | 87,081 |
| Net Movements on Funds | 196,417 | (211,298) |



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Cosgrove Care is a charity registered in Scotland.
Charity No. SC013208 | Company No. SC179962



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The Walton
Foundation