

FitzRoy

transforming lives



LOVE MY
LIFE

WELLBEING JOY health

VOICE

SUPPORT

ACHIEVE
GOALS

EXPLORE

FEEL GOOD

hear
me



CONTENTS

The heart of FitzRoy	3
'Nothing about you without you'	
Awards	
Message from Anna	4
FitzRoy in numbers	6

INDEPENDENCE AND LIVING SKILLS

Part of the community	8
Learning new skills	9
Living a life not defined by disability – our story	10

HOW I SPEND MY TIME

A more fulfilling life	13
Exploring new opportunities – our story	14

MY COMMUNICATION

Giving people a voice	16
Meaningful conversations	16
Listening to our colleagues	17
Explaining my needs and wishes – my story	18

PEOPLE IMPORTANT TO ME

Working in partnership	20
Wanting to make a difference	21
Building strong relationships – our story	22

MY HEALTH, SAFETY AND WELLBEING

A healthy life at FitzRoy	24
Empowering people to make healthy decisions	25
Fundraising for happy homes	26
Feeling good about myself – my story	28

Thank you	30
Financial performance	32
FitzRoy Trustees and Directors	33



treated as
EQUALS
VISION
PIONEERING
TRANSFORM



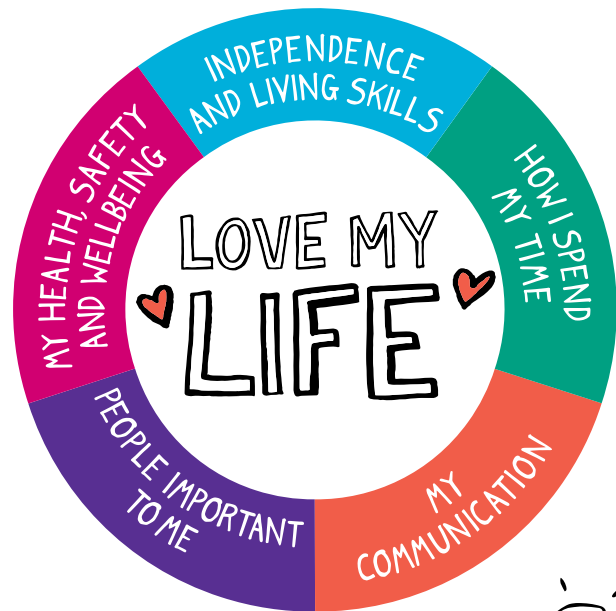
THE HEART OF FITZROY

FitzRoy is a pioneering organisation committed to transforming the lives of people with learning disabilities and autism. Our vision is a world where people with disabilities can live the life they choose and are treated as equals.

We support people to achieve their goals, develop skills, grow in confidence, and look forward to each day. The people we support are at the heart of everything we do, and we are driven by our values to 'see the person', 'be brave' and 'be creative'.

NOTHING ABOUT YOU WITHOUT YOU

We work in partnership with people who have learning disabilities and autism to help them achieve greater levels of independence. Our approach is about ensuring the people we support are empowered to make and express their choices about the way they live and the things they do. Our LoveMyLife active support model is created by the people we support and built around the five life outcomes that they told us matter most to them.



AWARDS

We were a winner at the Good Web Guide Awards 2017, winning the Charity category for our 'clear user journey and signposting' and our 'strong, positive and optimistic tone of voice'.

We were shortlisted for an excellence in HR award in the Best HR team category.



positive

Hooray
EXCELLENCE

MESSAGE FROM ANNA FITZROY CHIEF EXECUTIVE

We've had another very successful year at FitzRoy, with significant growth and new services, meaning we are supporting more people with learning disabilities and autism to live the life they choose.

Our success could not be achieved without the dedication, care and hard work of our staff, who continue to be our biggest asset. Engaged and motivated employees are critical to delivering quality services. We have focused on improving staff engagement with our strategy, driven by our values, and increasing job satisfaction to retain good staff. This is critical in giving the people we support continuity and consistency in the relationships they build with their support team.

We continue to invest in our strong governance and have seen five new appointments to the Board of Trustees, providing fresh experience and oversight in new areas and a depth of professional expertise to deliver our strategy. We have been successful in winning major contracts in our heartlands in Hampshire and Nottingham, branching into Coventry, and winning a new contract in Oxfordshire for people with physical disabilities, an important step for FitzRoy.

We are delighted that two long-running building projects finally got the go ahead. Our residential care home in Essex, Timber Grove, will be replaced with three four-bedroom chalet bungalows, and our existing care home Silver Birches in Richmond is being replaced with a 10-bed care home. Both projects, due to be completed next year, will provide the people we support with a better environment in modern homes.

The external climate will undoubtedly continue to be challenging but our success this year has positioned us well. We venture into the future in a strong position, committed in our drive to provide the best quality services to the people at the heart of our organisation and help them transform their lives.

With very best wishes,

A handwritten signature in black ink, appearing to read 'Anna Galliford', written in a cursive style.

Anna Galliford, Chief Executive



better together

BETTER
ENVIRONMENT

GROWTH
branching
out

HELP TO
TRANSFORM
LIVES

with
heart



HAPPY
EMPLOYEES

- our focus

MOTIVATED

SUPPORT
OUR
TEAM

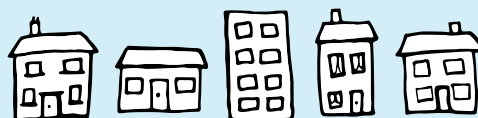
FITZROY IN NUMBERS

79 services - registered care,
day opportunities and supported living

We support **798**
people across England



Of the people we
support **366** live in
their own homes



210 are supported
through our five
day opportunities



We have contracts with
over **70** local authorities
across England



222 live in one of
our **22** registered
care and
nursing
homes



More than **50** volunteers
gave their time and
skills to improve the
lives of people
we support






Professionals we work in partnership with

- 98%** think the person is supported to try new things
- 98%** are confident about the support the person gets from all their staff
- 100%** feel support workers communicate well with the person
- 98%** are confident that staff help the person to change things if they are unhappy

SAFE
Help
change
CHOICE



Family and friends

- 92%** are confident their concerns will be addressed
- 92%** feel happy about the support their relative or friend gets
- 87%** said their relative is supported to maintain and increase their independence
- 78%** said they are kept up to date with news and progress



People we support say...

- 85%** they get the support they need to work towards their dreams and goals
- 95%** they get the support they need to do things that are important to them
- 95%** they get the support they need to feel healthy and well
- 73%** they have the chance to learn new things and develop skills



SUPPORTED INDEPENDENCE confident



INDEPENDENCE
AND LIVING SKILLS

LOVE MY
LIFE

THE PEOPLE WE SUPPORT

- ★ ACTIVE PART IN THE COMMUNITY ★ LEARN NEW SKILLS
- ★ OPPORTUNITIES TO BE MORE INDEPENDENT

PART OF THE COMMUNITY

Our person-centred support maximises independence through wellbeing, health promotion, personal development and building strong social networks. This facilitates new opportunities and lifestyle choices that are not solely rooted in services but truly connected to the local community.

Colin has worked at his local McDonalds for 15 years and loves every minute of it.

"My job is great, it is fun being part of a team and making new friends with the staff. We do a lot of training on things like health and safety, food and hygiene, and customer care. Each time I receive a certificate, and I recently received a letter and a cash gift for long service. I felt very happy and bought a new sofa with the money. I am proud of my job, and I've never been late."



LEARNING NEW SKILLS

People are at the heart of FitzRoy, and staff form the backbone of our success. To make sure we are delivering the right support in line with our values, we have established best practice groups across the organisation. Managers join peer groups with colleagues who run similar services across the country - residential care, support at home, and nursing - sharing key learnings, solutions and providing support.

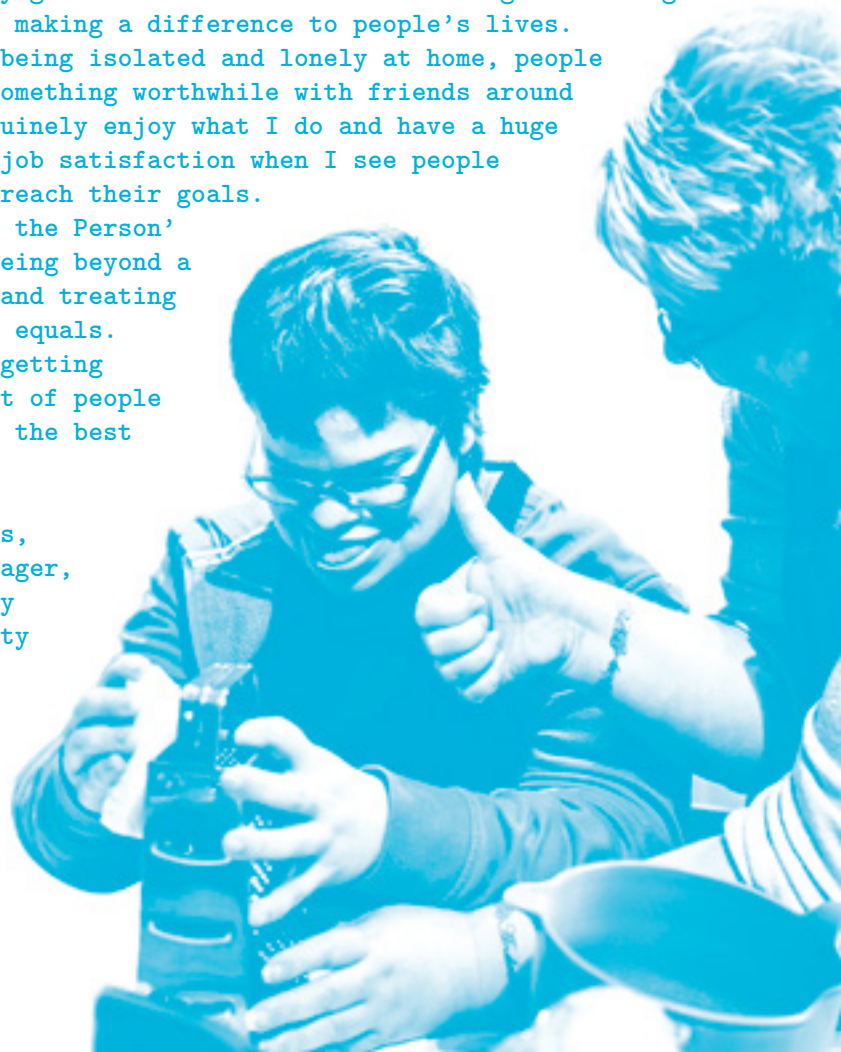
We continue to invest in the voice of our colleagues and responses to our staff survey show the value of this work.

"I love the variety each day brings. Working alongside people who see the world differently is inspiring. The training is invaluable, and it doesn't stop. Even when I'm refreshing my skills I learn new things. My biggest joy is seeing people achieve things they didn't think possible. I've worked with people who have gone from not having the confidence to communicate or engage with others, to living independently and travelling on their own."

Louise Farrell-Clarke,
Service Manager, Hampshire
Day Services

"What really gets me out of bed in the morning is knowing that we are making a difference to people's lives. Instead of being isolated and lonely at home, people get to do something worthwhile with friends around them. I genuinely enjoy what I do and have a huge feeling of job satisfaction when I see people we support reach their goals. To me, 'See the Person' is about seeing beyond a disability and treating everyone as equals. It's about getting the best out of people while doing the best for them."

Chris Hughes,
Service Manager,
Trafford Day
and Community
Service,
Manchester



LIVING A LIFE NOT DEFINED BY DISABILITY

Dreams of adventure became a reality for Hayley and Oliver, who live at Boldshaves Oast, our residential home in Kent, when support workers helped them plan a wonderful walking holiday to Snowdonia.



"Hayley and Oliver decided they would like to go on holiday to realise their dreams of long walks, railways, mountains, waterfalls, picnics, and lakes. We decided that Snowdonia National Park would be perfect for this and we wanted to try and climb Snowden.

"Our walking adventures were interspersed by beautiful journeys on the narrow-gauge steam railway, the water balanced railway at the Centre for Alternative Technology, and the woodland train through Portmeirion Woods and Gardens.



"We climbed up to the towers of Harlech Castle, a world heritage site, its beautiful profile set against the Snowdonia skyline. Lake Bala, the biggest lake in Wales, was so tranquil and peaceful. We came across stunning waterfalls everywhere we went, none as stunning as Pistyll Rhaeadr, one of our most challenging walks. We clambered and scrambled using poles to help us and were delighted with our endeavours.

"Sadly, when the day to climb Snowden came, the nine-mile Llanbedr's Pass was cloudy and very damp, however our spirits were not, so we took the train and still made it to the top.

"We had a fantastic holiday and returned happy and healthy. Hayley and Oliver have always loved the countryside, so it really was the perfect getaway."

Tracy Davison, Horticulture Project Manager, Boldshaves Oast

dreams

Hayley & Oliver

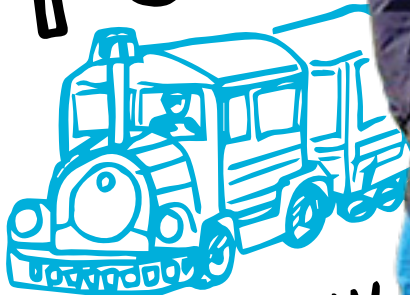
HARLECH
CASTLE

NATURE

challenge

adventure
FUN

WATERFALLS



WOODLAND TRAIN
WALKS





HOW I SPEND
MY TIME

LOVE MY
LIFE

THE PEOPLE WE SUPPORT

★ MAKE THE MOST OF LIFE

★ CHOOSE A LIFESTYLE ★ A MORE FULFILLING LIFE

★ EXPLORE NEW OPPORTUNITIES

We believe everyone, whatever their ability, has the potential to learn, grow, and develop. All our day and community services are designed to meet the goals and ambitions of people with learning disabilities. We have continued to redefine our day and community services to offer more of a portfolio of activities, with all kinds of sessions to get people

learning new skills, keep active and make new friends. From cookery clubs to IT groups, from art projects to shopping trips, from horticulture to communication groups, there's something for everyone.

In addition, we run ASDAN courses and support people with disabilities to volunteer at other

community projects, using their skills to help others.

Our approach to delivering day services with courses is similar to a college-style prospectus. We want to attract new people and support them to make their life more fulfilling.

A MORE FULFILLING LIFE

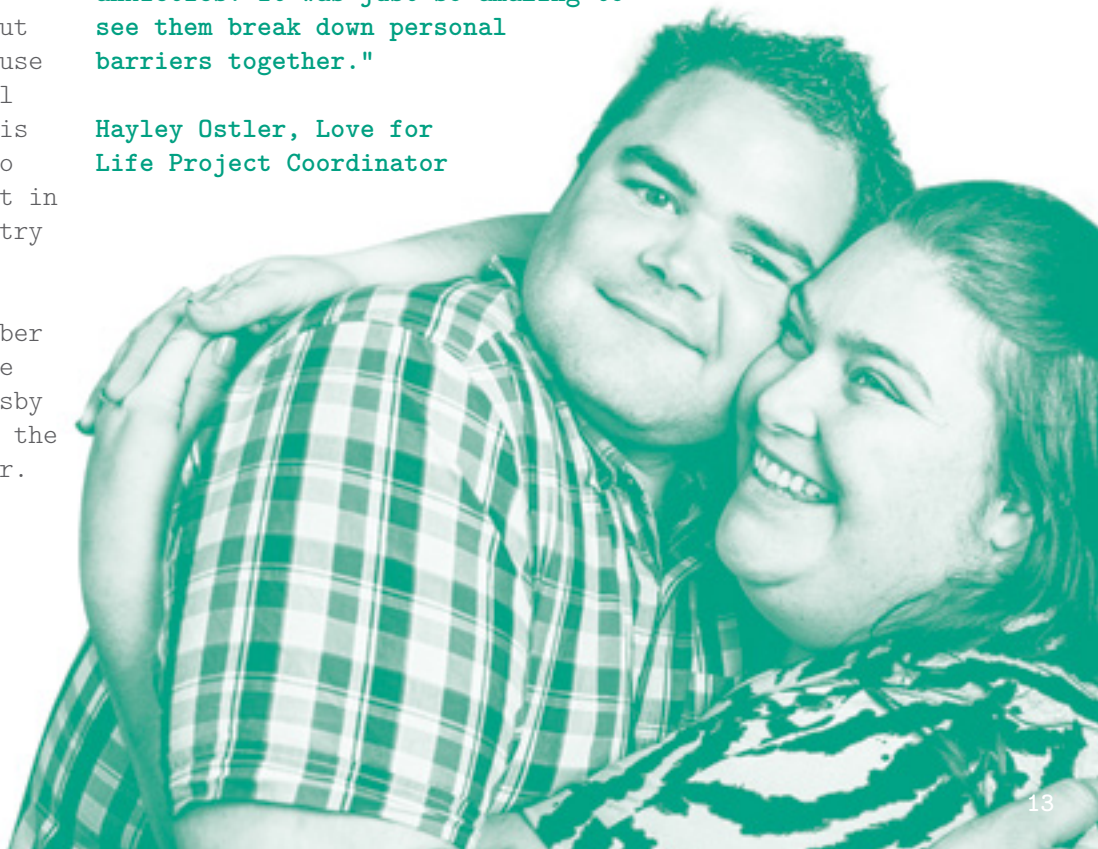
We have secured three years of funding for our hugely successful dating and friendship project, Love4Life, from the Big Lottery Fund. Love4Life has grown from 35 to 100 members and continues to expand across Hampshire.

The funding will mean we can increase administrative support which will allow our Project Coordinator time to organise more events. This truly life-changing, and fully-fundraised project, continues to help some of the most marginalised and vulnerable people in our society who often do not receive care provision but are at huge risk from abuse in the community. We will continue to invest in this project and our aim is to roll out a second project in another part of the country next year.

In December a record number of Love4Life members came together for a Great Gatsby themed ball to celebrate the end of another great year.

"This year we pulled out all the stops and I planned lots of extra surprises. I had managed to keep everything a secret until the night so it was great to watch surprised reactions when over fifty members arrived, a record for any Love4Life ball. Everyone was so excited, and in good spirits. I looked around the room and was full of an overwhelming sense of pride which left me with tears in my eyes. People, who just a few months ago would have been at home on their own or too anxious to be in a big group, were mixing together and overcoming their social anxieties. It was just so amazing to see them break down personal barriers together."

Hayley Ostler, Love for Life Project Coordinator



EXPLORING NEW OPPORTUNITIES

George and Ian, who live at The Croft, our residential home in Kent, dreamed of cruising the sea in a speedboat....and their dream came true.



George and Ian's support worker, Niki Ross, researched and booked the trip well in advance with a company called Dover Sea Safari. The company have a boat called Wetwheels which is a special wheelchair accessible boat designed to be enjoyed by people with a range of abilities.

The experience promised to challenge self-perceptions and extend horizons, and it certainly delivered.

On the day they were also joined by Jonathon and Oliver from our nearby residential home, Boldshaves Oast. The whole group were incredibly excited about spending an hour on the ocean.

Justine May, Service Manager, told us about their adventure:



"Both George and Ian love the water and they are regular swimmers. George loves nature and Ian loves the outdoors, so a speedboat experience was something they were desperate to try.

"Dover Sea Safari were really accommodating, understanding, and patient which made the experience wonderful for everyone.

"Over the hour George, Ian, Oliver, and Jonathon got to have a go at driving the boat, much to their delight. The day was a huge success and everyone loved the whole experience, so much so that they are all planning their next day out on the ocean together on a seal safari."

GEORGE & IAN

FUN
DAY OUT

great
outdoors

EXTEND
HORIZONS

delight

Dover safari adventure



COME

-TRUE

PATIENT

hooray

BEST
DAY
EVER

EXCITED

NEXT ADVENTURE
COMING SOON...



MY
COMMUNICATION

LOVE MY
'LIFE'

THE PEOPLE WE SUPPORT

★ UNDERSTAND CHOICES

★ COMMUNICATE IN A WAY THEY UNDERSTAND / ENJOY

★ EXPLAIN NEEDS AND WISHES TO OTHERS

GIVING PEOPLE A VOICE

Everyone is unique in how they express their feelings and communicate, and many of the people we support communicate in different ways. Improved access to communication aids continues to be a big priority to help us truly understand people's views and emotions.

Our national forum, Nationwide, gives the people we support a powerful voice in the governance of FitzRoy

and ensures they are heard. Several key operational projects are a result of their feedback.

Nationwide regularly tells us how important Assistive Technology is to increase choice, control and independence. To meet the increasing demand for this equipment and enhance our support to people with learning disabilities, we are piloting a project

and fundraising appeal with a view to rolling out Assistive Technology across the organisation.

We are also investing in making easy-read versions, and video and audio versions for people who would prefer this type of communication.

MEANINGFUL CONVERSATIONS

We are always looking for new ways to increase our understanding of people's needs. We have purchased an app, called MyChoicePad, which uses 4000 Makaton (universal sign language) signs and pictures to enable people to communicate and express their feelings clearly and make choices. It can be personalised using photos and video. The app is being used on iPads in our services and we have seen remarkable results. People are having

meaningful two-way conversations with their carers and are visibly happier, more engaged and calmer as a result. We are fundraising for more iPads to give a voice to as many people as possible.

"I help support two people who regularly sign and it has been great for me to learn more Makaton and see how pleased they are to have quality communication with me, rather than me guessing at what they are signing which is incredibly frustrating for both of us. One lady has taken great pleasure in showing me the signs and correcting me when her version of the sign is slightly different."

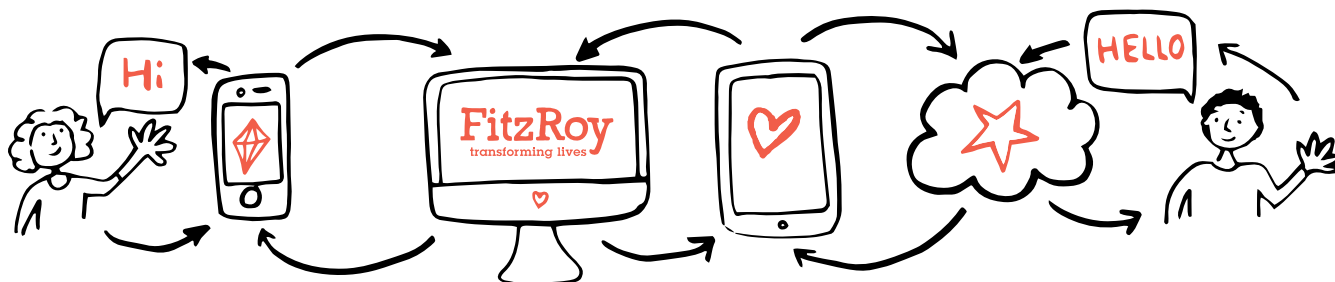
Ange Kinder, Senior Business Systems Administrator and volunteer at Trafford Day and Community Service, Manchester

LISTENING TO OUR COLLEAGUES

We engage regularly with our colleagues through our staff forums and our annual staff survey, taking on board their feedback about the day-to-day pressures they face.

Their feedback has fed into our internal communications strategy to improve the voice of all colleagues and empower them to deliver their best.

One of the biggest journeys we are embarking on over the next three years is our digital transformation agenda. We are investing a lot of time thinking about what the organisation needs to look like and the cultural changes we need to deliver to continue to be a leading care provider.



HELEN

STRENGTH

MOBILITY

happiness

PHYSIOTHERAPIST

independence

CONFIDENCE

ENHANCE



EXPLAINING MY NEEDS AND WISHES

Helen, a young person in her 20's living at Whitegates View residential home in Hampshire, has young person's Parkinson's and her mobility decreased so much that she was only using a wheelchair.



When Helen first came to FitzRoy she only communicated using communication software and a pic sym communication book. As staff spent more time with Helen, she started to trust them more and gradually began to gain confidence. She now prefers to talk and started to tell support staff about her dream to walk again.

Mandy Lashbrook, Service Manager, told us about Helen's journey onto her feet.



"Two of Helen's housemates walk around their home and Helen wanted to gain the same independence. We got in touch with the learning disability team and a physiotherapist came to see Helen and gave her exercises to try and strengthen her muscles. She had been doing this for a little while before we tried a hydrotherapy pool.

"As she had done a lot of hard work already, Helen's muscles were strong enough in the water to walk the entire length of the pool with just a few floatation aids. She was absolutely over the moon. Helen couldn't believe after all this time she was able to walk again and she was beaming from ear to ear.

"Every time we talk about walking Helen's face lights up. She doesn't need to say a word to tell us how much this is enhancing her life. She is now going to the hydrotherapy pool fortnightly, and the learning disability team are looking at equipment that will allow Helen to walk in her own home one day."



PEOPLE IMPORTANT
TO ME

LOVE MY
LIFE

THE PEOPLE WE SUPPORT AND THOSE WHO ARE CLOSE TO THEM

- ☆ REGULAR OPPORTUNITIES TO REVIEW SUPPORT
- ☆ INVOLVED IN AND PART OF THEIR LIFE
- ☆ MAINTAIN AND DEVELOP RELATIONSHIPS

WORKING IN PARTNERSHIP

FitzRoy was started by families and we remain committed to understanding the challenges they face when looking for the best support for their relative. We work in partnership, building a strong relationship that can last a lifetime. This not only helps us get to know

each person, their background, their culture, and preferences, it ensures we adapt and change the support as each person grows and develops.

Building a stronger relationship with our families is core to our future strategy. Following on from a family engagement pilot, we are looking

to identify regional family champions, signpost families to the important information they need, provide ways for them to be involved, make comments and suggestions, understand our philosophy and engage with the wider FitzRoy organisation.

WANTING TO MAKE A DIFFERENCE

We recruit values driven staff who want to make a difference to people with disabilities. Continuity of care is as important to us as it is to the people we support and their families.

In 2017 we focused on retention, staff engagement and using a values-led approach to recruitment. We are delighted that we

have lowered our vacancy rate to just over 6%.

We have been looking at how we can improve the understanding of the role of a support worker, and we're using feedback from staff joining and leaving the organisation to assess if their experience of the job is in line with what they expected. Our annual staff survey showed that 87% feel proud to work for FitzRoy and 95% say they are trusted to do their job.

We want to reward our staff well for the amazing work they do and have benchmarked our reward package competitively against the rest of the sector.



BUILDING STRONG RELATIONSHIPS

Martin, who receives support from our Support at Home service in Norfolk, went above and beyond to do something brilliant for the East Anglian Air Ambulance.

OUR STORY



Gaynor Moore, Martin's support worker, told us more:

"Over the last six months I learnt that Martin enjoyed walking so I suggested that perhaps he could use this interest to raise money for charity. He thought it was a great idea and said it was one of his ambitions to do a sponsored walk.



"Martin decided that he wanted to raise money for the East Anglian Air Ambulance by doing a four-mile walk. He thought they do a great job for people who need it.

"Together we managed to get other support workers, friends, and family to sponsor Martin. We have a social event at the local bowling alley every Friday evening so we took the sponsorship form there and got lots of support.

"On the day of the walk it was warm and sunny and Martin thoroughly enjoyed the experience. He completed the walk in just under two hours and raised over £200. He went to visit the East Anglian Air Ambulance to deliver his cheque and was absolutely over the moon to see the helicopter and meet the pilots."

MARTIN

SUNNY

SUPER
STAR

HAPPY
DAY

OVER THE MOON

brilliant

social
event

SUPPORT

FUND
RAISER





MY HEALTH, SAFETY
AND WELLBEING

LOVE MY
LIFE

THE PEOPLE WE SUPPORT

★ FEEL GOOD ABOUT THEMSELVES

★ SHOW US WHEN THEY'RE NOT FEELING WELL

★ UNDERSTAND / MANAGE RISKS THAT IMPACT SAFETY

A HEALTHY LIFE AT FITZROY

We work with people to identify ways they can balance being happy and content with being healthy and safe. Every year FitzRoy runs a health week to encourage staff and the people we support to take a healthy challenge.

"We promoted healthy options in our lunch menu and two of our members, Tom and Andrew, are now on healthy eating diets. Tom has an agreement at home with his

parents and has spoken to staff to advise him on healthy options with meals, drinks, and snacks to help him achieve his goal. Andrew has set up a written agreement with his home support and staff to help him do the same as Tom."

Kerensa Palmer, Service Manager, The Maltings Day and Community centre, Norfolk

"I have to watch my cholesterol and I am happy that all my support staff, even at home, will help me to be independent and choose the better option for me."

Andrew, Member of The Maltings

EMPOWERING PEOPLE TO MAKE HEALTHY DECISIONS

Deputy Manager of our supported living services in east Norfolk, Jackie Hayes, helped transform a person's life by working with him to review his medication. She noticed that the medication he was taking for anxiety and depression hadn't changed for a year. She supported him to book an appointment with his GP and request a review with his psychiatrist.

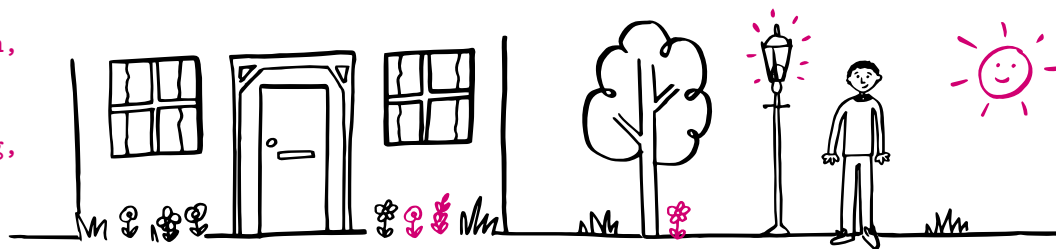
"I felt possibly he was taking too much and it could be stopping him from doing things or improving. The psychiatrist reviewed it and agreed that it was time to change. Since the reduction, we've all noticed a positive change in him. He is getting out and about more and seems brighter in himself. It is vital to constantly review these things and support people to talk to their GPs, or other health workers where necessary."

Nicky, a gentleman we support in Basingstoke, had not been outside in over 10 years. A bad experience walking in the snow had left him feeling very afraid and scared of leaving the house. He would get anxious and freeze as soon as he got to the front door.

However, this year, with gentle, gradual and continual support he was persuaded to take a walk to the local shops. Because Nicky is blind he has a heightened sense of smell and touch. On his walk he touched trees and lamp posts, felt bark and plants, and listened to all the sounds around him. Nicky walked outside for over half an hour and had a big smile on his face the whole time. He was happy and relaxed, which is a huge change from six months ago when he would spend only three hours of the day out of bed.

"To see such a transformation in Nicky is so lovely and shows how regular and consistent encouragement can benefit the people we support. The staff have worked so much to help Nicky, it's great to see him achieving something he has not been able to do in 10 years."

Louise Robertson,
Deputy Service
Manager, Lambs
Supported Living,
Basingstoke



FUNDRAISING FOR HAPPY HOMES

The environment people live in has a big influence on their wellbeing. Many of the extras that create a happy environment and support people to achieve their goals are only possible thanks to our fundraising.

New, modern living provides an opportunity to embed environmental and assistive technology, bespoke to individual needs, giving people control in their home, choice over how they live their life and increasing independence. For example, adjustable kitchen surfaces, talking microwaves and big switches. Outside spaces are also important as a visually calming environment and a place for activities.

Some of the ways we did this in 2017/18 include:

- **Two wonderful new IT suites from the Karten Network, at our Hampshire day service and our Malvern residential care home.**
- **A national Makaton (sign language) training project to train around 40 champions across FitzRoy, accompanied by a licence for MyChoicePad.**
- **Major refurbishments of interiors and gardens at our Herefordshire services.**
- **A state-of-the-art interactive OMI projector for our Trafford day service.**
- **Gardening and woodwork tools for our Rural Skills project in Hampshire.**

Thanks to generous donations from charitable trusts and local businesses, The Maltings day service in Norfolk has had a huge garden makeover.

"The old garden was in a terrible state so a committee of people who attend our service decided to plan and design a new garden where they could learn horticultural skills and enjoy picnics and BBQs together. All our members are very excited to have this new outside space and we are really pleased it will be a place for the local community to enjoy again."
Nikki Newstead, Service Manager, Norfolk

A group of volunteers from the Petersfield branch of Santander spent a day painting and weatherproofing a new activity cabin in the garden of our residential home Whitegates View in Hampshire. The cabin will provide a vital extra space for the residents to entertain friends and family or run therapy sessions and activities.

"As a local charity, it really is fantastic for an organisation like Santander to get behind us. We always need the support to transform lives. Santander's volunteering days have been a total success. Thank you to Team Santander!"

Jim Apted, Community Fundraising Manager

"We had a great time volunteering for FitzRoy. Giving back to our local community is important to us as we aren't just a bank, we are part of that community too."

Grace, Santander Community Co-ordinator



FEELING GOOD ABOUT MYSELF

Raymond, who lives in one of our residential homes in Coventry, hadn't been to the cinema in 20 years.



Katie Lamb, his key worker, told us about his story.

"Raymond's goals, to go to the cinema and to see a pantomime, were a particular challenge for him due to mental health and anxiety. After a lot of hard work, and some great progress, Raymond decided to attempt to go and watch one of his favourite animation characters, Paddington Bear. The trip was such a success and Raymond enjoyed it so much that he is now going every month.

"Goal two was to attend a pantomime show. Because of all the lights, excitement and high stimulus, a show was previously too much for Raymond's anxiety. This year, however, we thought it might be possible to go to the Belgrade Theatre in Coventry as they introduced a relaxed version of Cinderella. A relaxed show is especially for people who may have a learning disability, autism, or who simply like a little less noise and not so many flashing lights.

"We thought this sounded perfect for Raymond, and he decided to give it a go. Staff supported Raymond one-to-one to make sure he had the choice to leave at any point if he felt it was getting a bit too much.

"It was another huge success. Raymond really enjoyed the show and was very pleased and proud of himself that he achieved his goals."

Raymond said:

"I feel happy and proud of myself for achieving my goals after a very long time and I'm enjoying my life."



Raymond

* AUTISM FRIENDLY

less noise

RELAXED

* GOALS



CINEMA & PANTOMIME

MENTAL HEALTH *

achievement

~ BELGRADE THEATRE

CHOICE
HAPPY

enjoy
* my life *



THANK YOU TO...

- ★ People with learning disabilities and autism for inspiring us.
- ★ The families and friends of the people we support for working with us to provide the best life possible for their relative.
- ★ Our amazing staff, the stars of FitzRoy.
- ★ The enthusiastic, brave, fun loving fundraisers who help us raise money.
- ★ Our inspirational volunteers, including our Board of Trustees, who transform lives.
- ★ Our Patrons, Ambassadors and supporters whose gifts change lives.





All of the companies and Charitable Trusts who supported us, including:



THE BIG LOTTERY FUND - THE IAN KARTEN CHARITABLE TRUST - BAILY THOMAS CHARITABLE FUND - BARON DAVENPORT'S CHARITY - THE SCREWFIX FOUNDATION - TANNER TRUST - THE ROWLANDS TRUST - THE E F BULMER BENEVOLENT FUND - CLIVE & SYLVIA RICHARDS CHARITY - EVESON CHARITABLE TRUST - THE OLIVER FORD CHARITABLE TRUST - THE CAMELIA TRUST - THE BEATRICE LAING TRUST - THE CHARLES LITTLEWOOD HILL TRUST - COVERS TIMBER AND BUILDERS MERCHANTS - FORD MOTOR COMPANY - HAMPSHIRE COUNTY COUNCIL & COUNCILLOR FLOSS MITCHELL - EAST HANTS DISTRICT COUNCIL & COUNCILLOR FERRIS COWPER - THE MAYOR OF HAVANT 2017 ELAINE SHIMBART - FOUR SQUARE BREWERY, PETERSFIELD - BEATONS TEA ROOMS, PETERSFIELD - PETERSFIELD ROUND TABLE - SSE - PURPLE FOODS - PETERSFIELD, BASINGSTOKE AND GRAVESEND LIONS - NET XP - BASEPOINT WATERLOOVILLE AND NEWHAVEN - ACT FOUNDATION - TONY MARKHAM AND HERNE JUNIOR SCHOOL, PETERSFIELD - DAVID FAWCETT AND AMEY - ALAN SHON AND THE BUTSER CHALLENGE - PETERSFIELD TRIATHLON CLUB - PAUL BOSWELL AND THE MAESTRO BIG BAND - READY TO ROCK SCHOOL - SIMON MASON AND PACT - PETERSFIELD NAT WEST - SANTANDER SALFORD AND PETERSFIELD - THE FOLLY PETERSFIELD - DAY LEWIS PHARMACY PETERSFIELD - BETTER GYM PORTSMOUTH - MASONIC EXCELSIOR LODGE 4505 - PETERSFIELD MASONS LODGE OF FRIENDSHIP - EAST HAMPSHIRE MASTERS MASONIC LODGE - EVERYONE THAT KINDLY DONATED DURING THE BIG GIVE WEEK - HAWTHORNE CHARITABLE TRUST



And thank you to all those who have contributed but prefer to remain anonymous.

OUR FINANCES, INCOME AND EXPENDITURE 2017/2018

Income and Expenditure	2017/18 £000's	2016/17 £000's
Income from Operations	30189	26753
Donations and Legacies	586	586
Interest and Investment Income	6	13
	30781	27352
Cost of care services	29687	26719
Fundraising and Communication costs	131	137
Governance Costs	138	141
	29956	26997
Surplus from Operations and Fundraising	825	355
Gain on sale of Fixed Assets	173	0
Unrealised -loss/gain on Investments	-9	5
Net Surplus for the Year	989	360

FITZROY PATRONS, TRUSTEES AND DIRECTORS

Royal Patron

HRH Princess Alexandra KG, GCVO

Patrons

Virginia McKenna OBE

Andrew Grant, DL

Lord and Lady Tanlaw

Nigel Atkinson, Lord-lieutenant for Hampshire

Edward Thornton-Firkin

Countess of Euston, Lord-lieutenant for Suffolk

Board of Trustees during the year were as follows:

Julia Le Blan

Chair (appointed January 2017)

Ian White

Vice-Chair (appointed September 2016)

Michael FitzRoy

Simon Mollett

Andy Lee

David Evans

Lucy Chaudhuri

Lucy Hovey

Andrew Gore

(joined September 2017)

Derrick McCourt

(joined November 2017)

Neil Matthewman

(joined November 2017)

Matthew Moth

(joined November 2017)

Paul Wood

(joined November 2017)

Helen Platts

(retired September 2017)

Directors

Anna Galliford

Chief Executive and Company Secretary

Liz Ambler

Director of Operations & Business Development (appointed March 2018)

Marianne Radcliffe

Director of Communications & IT

Robyn Wedderburn

Director of Human Resources

Alison Heustice

Director of Finance

Diane French

Director of Operations & Business Development (resigned December 2017)



**FitzRoy works with you,
wherever you are, at home and
in the community, to give you
independence, support, and a voice
about the things that matter to you.**

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Join the conversation



FitzRoy Support, registered charity number 1011290.

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