



Alpha Inclusion
& Communication

ANNUAL REVIEW

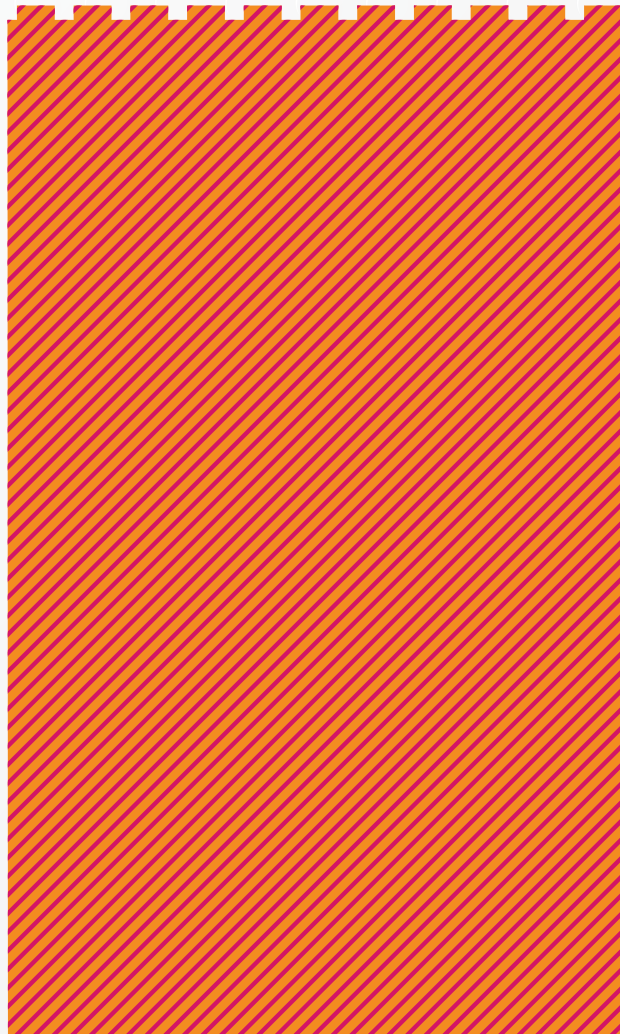
2022/23



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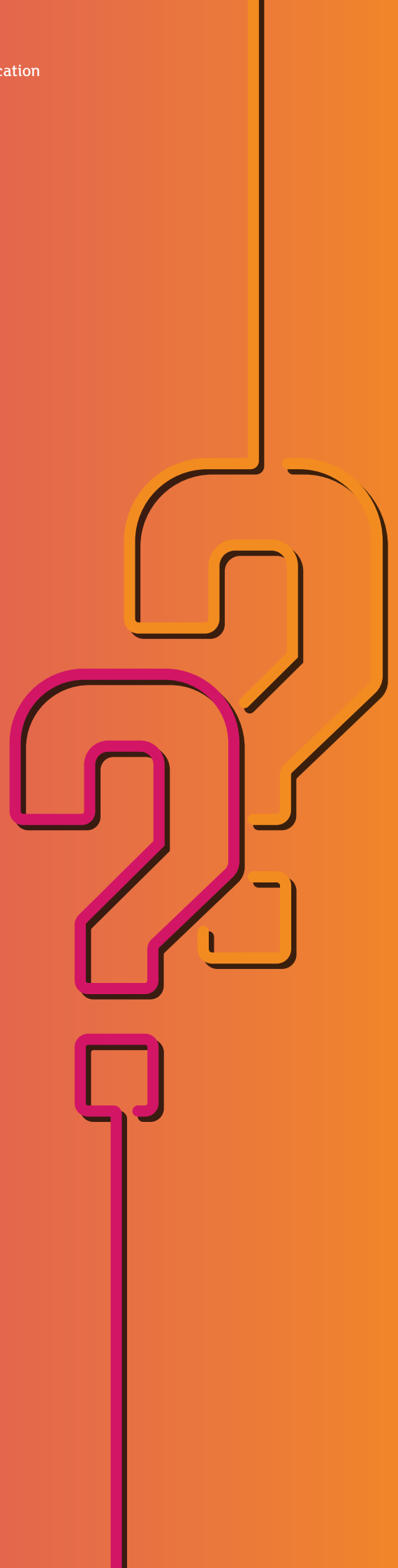


Who we are

Alpha Inclusion and Communication (**AlphaIC**) is a Social Enterprise based in Norfolk, UK.

Founded by Amy Eleftheriades in May 2012, Alpha Inclusion and Communication is dedicated to improving the lives of neurodivergent individuals through education, support and advice.

Evolving over the years to adapt to the needs of the people we work alongside and the ever changing political, financial and social landscape, we are a values-led organisation that is taking on a Teal approach to organisational development and growth.



Teamwork



OUR VISION

We are aiming for a world where differences are acknowledged and understood. We want schools, workplaces and community spaces to actively engage in adapting environments, policies, procedures and user experiences to allow for these differences. We want everyone to be able to engage in learning, thrive alongside their peers and exceed their own expectations.

01



OUR VALUES

Neurodiversity – Celebrating and encouraging differences.

Innovation – Achieving excellence through creativity.

Professionalism – Demanding integrity and quality in all we do.

Compassion – Ensuring care and understanding is underpinned by sustainable support.

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Why we are needed?

Neurodiversity or neurodivergence refers to variations in the human brain and cognition in each individual, such as in the areas of sociability, learning, attention, mood, and other mental functions.

As schools and workplaces have generally been designed around neurotypical processing, it can mean a neurodivergent person's experiences of school and social environments is different to that of neurotypical people.

The term 'neurodivergent' is most closely linked with Autism, however many conditions may fall under the neurodivergent 'umbrella', including; autistic spectrum disorder (ASD), attention deficit hyperactivity disorder (ADHD), developmental speech disorders, dyslexia, dysgraphia, dyspraxia, dyscalculia, dysnomia, intellectual disability, Tourette syndrome.

Neurodiversity in the Workplace

Employers are obliged to put in place **"reasonable adjustments"** for employees with disabilities under the Equalities Act 2010.

Current statistics on Neurodiversity in the workplace:

- Approximately 25% of CEOs are dyslexic
- 96% of employers think there are benefits to having a neurodiverse workplace
- Only 16% of autistic people are in full time paid work
- 75% of creative industry employers do not have policies in place to support neurodivergent staff
- Just one in five autistic people in the UK are in any form of employment

Employment and educational outcomes

Despite the adjacent figures, there is still not enough understanding and adjustment being made for neurodivergent people in education and the workplace.

This results in inequity when it comes to academic achievement and job prospects.

The Office for National Statistics recently released a report on outcomes for disabled people across all areas of life. The statistics showed that people with disabilities are less likely to be employed (52.1% vs. 81.3%) and autistic people are least likely to be employed (22%). The report also highlighted that these inequalities start with education - people with disabilities are two and a half times more likely to have no qualifications (15.1% vs. 5.4%). (2021)

2022-23 How did we do?

The story of our year

Transformational is the key word of 2022-23 for AlphaIC.

Every year I take some time to reflect on our achievements, learnings, losses and gains. This year we have intentionally re-designed our organisation and worked hard at changing our culture to become even more transparent, open and purpose-driven. The effort and commitment this has taken is extraordinary and there is no doubt that we are going into 2023-24 better for the intentional work we have put in.

I feel we started the year as a group of people who shared a passion for the people we worked with and we finished it as a team with greater understanding of ourselves, team development and a shared vision on what we wanted for our culture and growth.

What I am grateful for is that as challenging as it has been at times, this is a challenge we chose for the right reasons; new and different ways of being and doing as a team so we could reach our purpose of continued high quality services for the most vulnerable and disadvantaged people in our communities.

This year has brought new team members as we have committed to increasing capacity. We have adapted our recruitment processes to reflect who we are and what we're hoping to become and as a result we have finished the 2022-23 year with a larger team, committed to an organisation that challenges the need for traditional structure, processes and mindset. We are embracing learning new ways of being with each other, committing to courageous conversations and we are putting purpose and people at our heart.

This year has also seen some team members leave us, which has brought some sadness and reflection as well as excitement for their new chapters; recognising that everyone has their own journey with us.

In terms of services, this year we trialled a base, working alongside one of our local schools and the impact on the children and staff we worked with was clear – take a look at some of the photos and comments later in our report.

In addition to impact for the people involved, the learning that took place in our team was key as we move forward developing more innovative services. We learned how to embrace and navigate difficulties and differences and importantly, to continued to make decisions in-line with our vision and values.

We've thrown ourselves into learning about how to have more adult-adult mindsets when it comes to communicating and collaborating with each other, the use of Non-Violent (Compassionate) Communication and improving our emotional intelligence to resolve 'niggles' quickly and compassionately. We've also embraced and recognised the importance of receiving and giving feedback.

This transformation has not happened accidentally and huge thanks need to go out to the team who are so passionate about doing things differently and are trusting in the process of 'unlearning' conventional mindsets and systems for this to happen. Also, a personal as well as team thank you to Christos and Rick, our Non-Executive Directors who continue to support our growth and our insistence on finding a different way to do this.

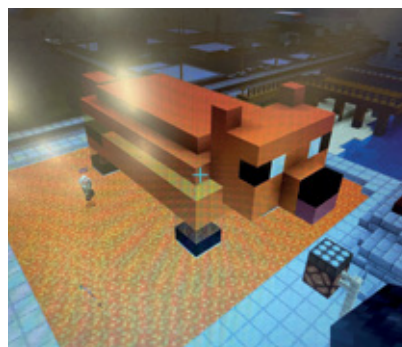
The roots of our organisation have been firmly set this year so the eco-system we are growing has the best possible beginnings and I'm excited to see where the team takes us next.

2022/23



PEOPLE AVOID UNCOMFORTABLE CONVERSATIONS TO "KEEP THE PEACE". BUT PEACE ISN'T THE GOAL OF A RELATIONSHIP. LOVE IS. AND WHEN WE LOVE SOMEONE, WE HAVE THE HARD CONVERSATIONS IN SERVICE OF THAT LOVE.

JUAN TURKIO



our GOALS

1. Increase capacity as a response to the continuing demand. We want to increase the amount of children, young people and workplaces we support in 2022/23.

- We recruited more practitioners and office team members this year, finishing the year with a team of 14 working alongside our 2 non-executive board members. We expect to increase this by adding two more FTE practitioners in the next academic year, introduce a new Finance and Business Lead Role and increase the hours for our current office team members.
- We carried out 1194 sessions with young people this year, including an increase in sessions with young people who had been out of education for more than a year.
- Our hope for our Hub pilot was that we could increase the number of groups we could run but unfortunately we didn't get the uptake of places we set available so whilst we had increased the capacity, we weren't able to fill the places with children in the local area.
- We increased the amount of Minecraft Holiday sessions we were able to run over the Easter and Summer holidays which was very exciting. This has meant we have been able to provide support across the year, not just during term-time.

2. Focus on virtual systems which will support team collaboration, communication and connection

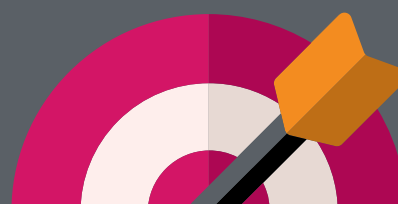
- This year we secured funding from New Anglia LEP for a consultant to support us to develop an online platform which pulled all our processes together and made it possible for practitioners to work more efficiently. This was really successful, with the team trained up and ready to start using Airtable as we go into the new academic year.
- The impact of this investment for our organisation is that team members will be able to spend less time on paperwork tasks due to the automation on our new platform which will leave more time for them to create and deliver amazing personalised sessions for the people we work alongside.
- We commissioned Kisha Bradley who herself runs a great Social Enterprise and she has been incredible in setting this up for us. She has understood our challenges and needs and been incredibly patient with all of our questions and 'tweaks' to our platform. Thank you Kisha!
- We also invested in 10 new laptops which has meant each practitioner now has a laptop and Chromebook to be able to keep connected, join virtual meetings and communicate easily wherever they are based. They have also been set up with Minecraft Education licences to use at our Minecraft Holiday Sessions.

3. Build our new hub through collaboration with the children, parents, school staff and community who will be using it.

- We did it! We invested over £75,000 to plan, develop and deliver Hub services with the young people and staff we worked alongside at North Walsham Infant and Junior School.
- The feedback from the children, young people, families and the staff was super and showed that there are many possibilities to explore in partnership and co-production for future services.
- Importantly we also learned a lot about the nature of co-production and the strengths and challenges of partnering with others which we will be able to build on as we evolve.

4. Continue to transfer processes, policies and mindset to a self managing approach as we grow.

- We have continued to allow for more autonomy and responsibility across the team as we have grown.
- As a team we have learned about Teal organisations (happy to share more with anyone who is prepared for an excited discussion with me) and how they can allow us to bring our whole selves to work, have more autonomy and decision-making at the 'ground' level of an organisation and how they have an evolutionary mindset to ensure our purpose is at the heart of our decision-making.
- As I have continued have with my own leadership journey and learning through the Level 7 Leadership Course with Happy Ltd, I have had the privilege to meet and link with other innovative leaders who are keen to change companies to this mindset.
- The whole team have completed training from Tuff Leadership, a Swedish-based company who teach and allow practice in this new way of being, building relationships and communicating. It's been a journey for us all and I'm grateful we work in the education sector – we are aware learning takes time and intentional practice and we have already seen big changes for the better in how we 'turn up' and be with each other.
- Another addition to our team this year was Bob Gibbon who brings almost 20 years of coaching experience supporting teams and organisations. He has generously supported us this year through whole team, operational teams and individual coaching sessions and workshops. AlphaIC will be a case study for his own journey in completing an EMMC Senior Team Coach Practitioner Qualification and the partnership has been exciting for the whole team as we grow together. Thank you Bob – your support and guidance has been incredible.
- We ended this 2022-23 year with the handing over of four key areas of responsibility to four amazing people who will have the autonomy and responsibility to lead the organisation in Compliance, Safeguarding, Quality and Impact and Finance.



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Our Approach

We are a values-led organisation. This means that all aspects of the social enterprise are underpinned by our four values; neurodiversity, innovation, professionalism and compassion.

These four elements are used in all strategic and organisational decision making and very much like the writing running through a stick of rock, we like to see our values as running through AlphaIC as an organisation.

Working in the area of differences helps us recognise that like individuals; families, schools and businesses will have their own unique needs. This means that we take a flexible, personalised approach to all of the services we provide in order to meet the needs of those we support.

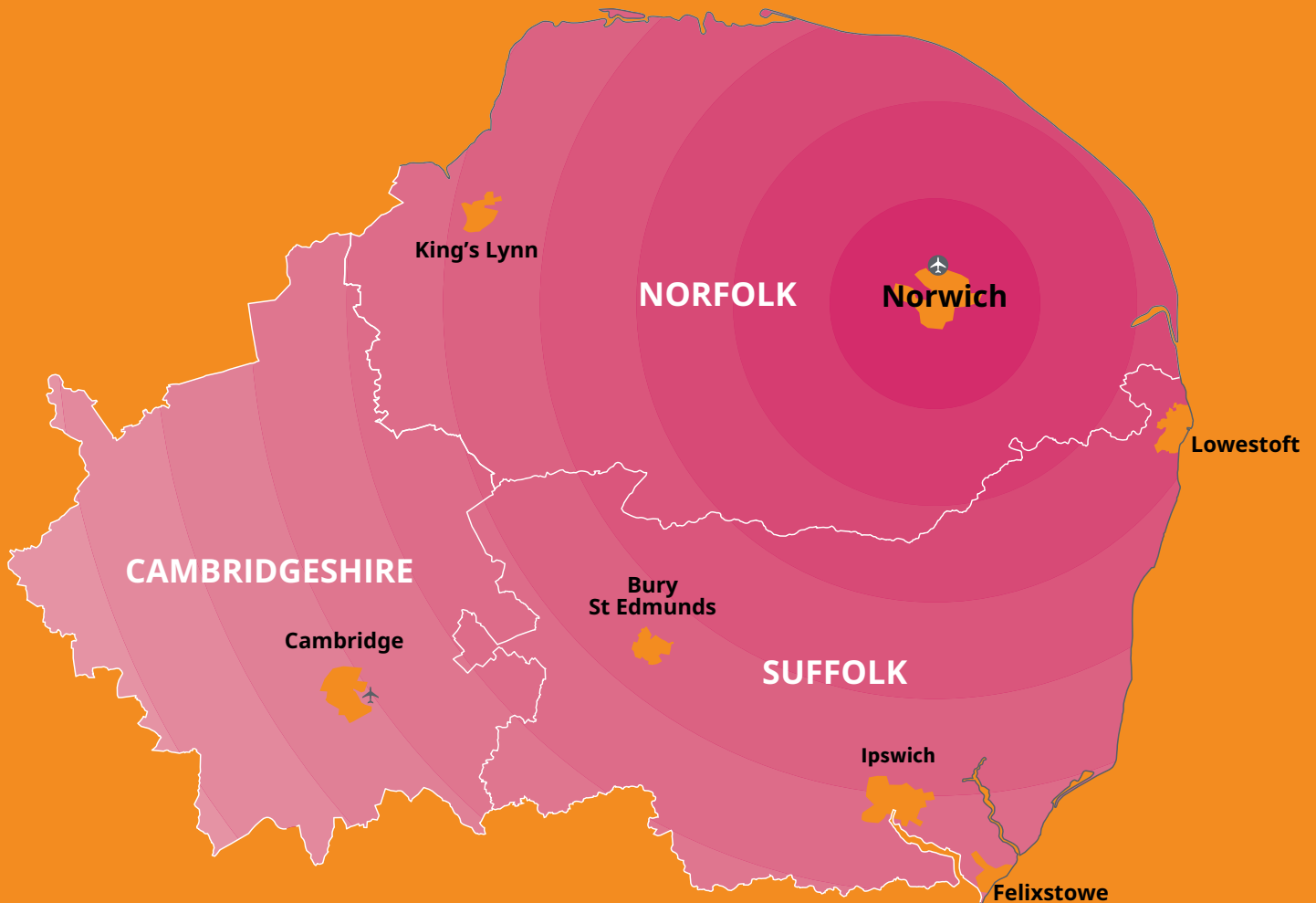
That said, we are not afraid to compassionately challenge. We recognise that changes to restricting beliefs are needed and to do this we need to present alternative ways of thinking and behaving.

We have an outcomes-based approach to our mentoring and support services, with the needs of the individual at the heart of any decision-making and robust monitoring and reviewing procedures to ensure our services are appropriate and providing impact.

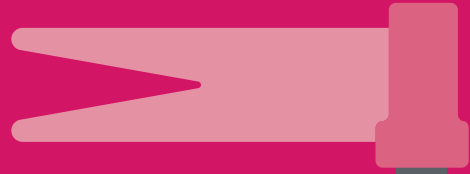


Scope & Reach

In 2022/23 we have provided services across Norfolk and North Suffolk to schools, families, organisations and businesses.



Investment in the organisation



Being a Social Enterprise we trade as any other business and aim to increase our turnover and make a profit each year. The difference between a Social Enterprise and a standard business is that our profits are re-invested for our purpose.

This year we have re-invested through:

- Between 5% - 15% payraises for all team members except our founder (in line with becoming more self-managing and having a flatter leadership structure)
- NVC (Non-Violent Communication) training for the whole team
- Tuff Leadership Training for the whole team
- 10 new laptops
- Creating new roles – 2 new practitioner roles, 1 finance and business support role
- Hiring a consultant (New Anglia LEP funding) to improve systems efficiencies
- The Hive Pilot, funding the services we provided for the children and school staff
- Coaching – for the People Team in the Autumn Term and all staff having access to team coaching in the Spring and Summer Terms

Our Impact

A large number '1194' rendered in a stylized, multi-lined orange font. The digits are composed of parallel lines of varying lengths, giving it a textured, architectural appearance.

**TOTAL NUMBER
OF SESSIONS**

A large number '28' in a clean, white, sans-serif font with a subtle drop shadow, set against a solid magenta background.

**MINECRAFT AFTER SCHOOL
AND HOLIDAY SESSIONS**

A large number '54' in a clean, white, sans-serif font with a subtle drop shadow, set against a solid orange background.

**CHILDREN ATTENDING
MINECRAFT CLUBS**

A large number '6' in a stylized, magenta font with a thick outline and a slight shadow, set against a solid grey background.

**WORKPLACE AND SCHOOLS
TRAINING SESSIONS**

Kind words from the people we work alongside

"The child who has been seeing your practitioner for emotional support has only been with her for a few weeks but is able to talk about his experiences and use strategies given to him."

"Your practitioner has got stuck in and worked brilliantly with our team on her days with us."

"She is great at encouraging pupils to get involved with games and play together."

"Your practitioner has been devoted, flexible, trustworthy and supportive for the school team, family and individual."

"This pupil has been able to access self belief and trust in people again."

"He has had time to reflect on his own choices and want to be a better person."

"He has not been permanently excluded from school."

"The support and work that your practitioner has given has been the reason the boys have stayed in mainstream "

"This support gave them someone to talk to and helped them understand their personalities."

"This work has supported them to work with other people."

"The child who has been having speech and language intervention has shown great progress."

"His speech is clearer and he is pronouncing sounds better which is reflected in his writing."

"It has given our pupils the space to express themselves and discover things about themselves and strategies to cope with things that they find a problem."

"Long lasting impacts for many children as they take strategies with them."

"Better staff understanding of individual needs and ways to support."

"Enthusiasm, communication, engagement, positive relationships (with adults and children)."

"I particularly like the group sessions and the way that if your practitioner has any concerns, she tells us straight away. She feels part of the team here, not like an external agency coming in."

"Great feedback after each session about the child."

"The impact of session can be seen in the classroom."


"He really enjoyed how laid back the Minecraft Club was. He has said he wishes it was on regularly as a club."

Looking ahead to 2023/24

Our future plans

It is going to be another exciting year, with continued growth, a collaborative Alternative Provision Hub to build and more team members to find.


Some targets for the upcoming year:




1. To focus on Service Development – new services for children, young people and workplaces.



2. To grow the team further (increasing the practitioner and office team capacity) to support a growth in impact and financial sustainability.



3. To continue to embed technology to support efficiencies in processes and increase time 'doing the real work'.



4. To continue to become more 'Teal', with a focus on Wholeness, Evolutionary Purpose and Self Managing teams.



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