



Childcare Services Ltd



Open Day at the link picture courtesy of Midlothian Advertiser

Annual Report 2020

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At LASC we believe that the “Rights of the Child” is paramount. This is especially poignant with the dawn of this Covid 19 pandemic. As a member of the International Play Association (IPA)world we have been actively involved in supporting and promoting the children’s right to play throughout these very challenging times and the impact that this has had on children during lockdown. Therefore, due to these unprecedented times my feature is very different from previous years, so I would like to share with you this statement made by the Committee which I believe is so important for us all to be aware of.

The Committee on the Rights of the Child warns of the grave physical, emotional and psychological effect of the COVID-19 pandemic on children and calls on States to protect the rights of children.

March 2020

The Committee on the Rights of the Child expresses concern about the situation of children globally, particularly those in situations of vulnerability, due to the effects of the COVID-19 pandemic. Many children are gravely affected physically, emotionally and psychologically, especially in countries that have declared states of emergencies and mandatory lockdowns. In addition to the declaration of ten human rights treaty bodies, the Committee further urges States to respect the rights of the child in taking measures to tackle the public health threat posed by the COVID-19 pandemic. In particular, the Committee calls on States to:

1. Consider the health, social, educational, economic and recreational impacts of the pandemic on the rights of the child. Although initially declared for short terms, it becomes clear that declarations of States of emergencies and/or disaster may be maintained for longer periods, leading to longer periods of restrictions on the enjoyment of human rights. The Committee recognizes that in crisis situations, international human rights law exceptionally permits measures that may restrict the enjoyment of certain human rights in order to protect public health. However, such restrictions must be imposed only when necessary, be proportionate and kept to an absolute minimum. Additionally, while acknowledging that the COVID19 pandemic may have a significant and adverse impact on the availability of financial resources, these difficulties should not be regarded as an impediment to the implementation of the Convention. Nevertheless, States should ensure that responses to the pandemic, including restrictions and decisions on allocation of resources, reflect the principle of the best interests of the child.
2. Explore alternative and creative solutions for children to enjoy their rights to rest, leisure, recreation and cultural and artistic activities. Such solutions should include supervised outdoor activities at least once a day which respect physical distance protocols and other hygiene standards, and child-friendly cultural and artistic activities on TV, radio and online.
3. Ensure that online learning does not exacerbate existing inequalities or replace student-teacher interaction. Online learning is a creative alternative to classroom learning but poses challenges for children who have limited or no access to technology or the Internet or do not have adequate parental support. Alternative solutions should be available for such children to benefit from the guidance and support provided by teachers.
4. Activate immediate measures to ensure that children are fed nutritious food during the period of emergency, disaster or lockdown, as many children receive their only nutritious meal through school feeding schemes.
5. Maintain the provision of basic services for children including healthcare, water, sanitation and birth registration. Despite the increasing pressure on health systems and the scarcity of resources, children should not be denied access to health care, including to testing and a potential future vaccine, to COVID-19 – related and COVID-19 – unrelated medical treatment, mental health services and treatment for pre-existing conditions. Children should also have access to clean water and sanitation facilities during the period of emergency, disaster or lockdown. Birth registration services should not be suspended.
6. Define core child protection services as essential and ensure that they remain functioning and available, including home visits when necessary, and provide professional mental health services for children living in lockdown. Confinement may expose children to increased physical and psychological violence at home, or force children to stay in homes that are overcrowded and lack the minimum conditions of habitability. Children with disabilities and behavioural problems, as well as their families, may face additional difficulties behind closed doors. States should strengthen phone and online reporting and referral systems as well as sensitization and awareness activities through TV, radio and online channels. Strategies to mitigate the economic and social impact of the COVID-19 pandemic should also include

specific measures to protect children, particularly those living in poverty and lacking access to adequate housing.

7. Protect children whose vulnerability is further increased by the exceptional circumstances caused by the pandemic. These include children with disabilities; children living in poverty; children in street situations; migrant, asylumseeking, refugee and internally displaced children; minority and indigenous children; children with underlying health conditions including HIV/AIDS; children deprived of their liberty or confined in police lock-up facilities, prisons, secure care centres, migrant detention centres or camps; and children living in institutions. States should respect the right of every child to non-discrimination in its measures to address the COVID-19 pandemic as well as take targeted measures to protect children in vulnerable situations.

8. Release children in all forms of detention, whenever possible, and provide children who cannot be released with the means to maintain regular contact with their families. Many States have adopted measures to restrict visits and contact opportunities for children living in institutions or deprived of their liberty, including children confined in police institutions, prisons, secure centres, migration detention centres or camps. While these restrictive measures can be seen as necessary in the short term, over long periods they will have a marked negative effect on children. Children should at all times be allowed to maintain regular contact with their families, and if not in person, through electronic communication or telephone. If the period of emergency, disaster or State-ordered confinement is extended, consideration should be given to reassessing the measures that prohibit such visits. Children in migration situations should not be detained nor separated from their parents if accompanied.

9. Prevent the arrest or detention of children for violating State guidance and directives relating to COVID-19, and ensure that any child who was arrested or detained is immediately returned to his or her family.

10. Disseminate accurate information about COVID-19 and how to prevent infection in languages and formats that are child-friendly and accessible to all children including children with disabilities, migrant children and children with limited access to the Internet.

11. Provide opportunities for children's views to be heard and taken into account in decision-making processes on the pandemic. Children should understand what is happening and feel that they are taking part in the decisions that are being made in response to the pandemic.

Managers' Report

This has been an extremely busy year for us all at the LASC. We are delighted that once again the majority of our projects has seen an increase in the number of children attending our services and also the increase in our staff team.

We have been delighted with the transformation of The Link with the extension and refurbishment completed and fully operational. We have welcomed a number of new groups to the centre.

Our open day at the Link was very well attended enabling us to show case the centre and the activities that we have on offer.

We were thrilled to have been successful in our funding applications for the refurbishment and extension at Rosewell to house our new project at the Rosewell Pavilion to enable us to accommodate a 40 place Community Nursery and establish a Young Adults Service. We hope to have this completed by the Autumn of 2020

Our Nursery have been working closely with the Midlothian Early Years Team over the year delivering the 1140 hours. Staff have been attending regular workshops delivered by the Early Years team. Through this training and support to enable us to ensure that we are continuing to providing the highest quality service to our children. We have a highly trained, professional team who work with your children. All our personnel are continually updating their skills base through their Continuous Professional Development programme, and have all completed or are working towards an SVQ qualification.

We have maintained our Gold award for Healthy Working Lives through NHS. We take our staffs health and wellbeing very seriously to this end our managers in each department undertook Mentally Healthy Workplaces- training for managers to support their teams. Health and Wellbeing is now a standing agenda item at all our meetings.

Everyone working under our umbrella has a huge passion, enjoyment and sense of achievement in working with children and watching them blossom into confident, young people. This is my opportunity to personally thank our superb staff team for their ongoing contributions, support and commitment to the success and continual development of the services provided.

Their attitude and commitment is directly proportionate to the success of the LASC Childcare Services, and for this I thank each and every one of them. I would also like to pay tribute to our Board of Directors, their continued support throughout the year supporting me with the strategic direction of our organization. This has been outstanding and I am extremely grateful for their continued enthusiasm and dedication ensure that we continue to provide a high quality service with the Child at the Centre at all times. I look forward to the continuing expansion of our services and ensuring the stability of our core services, and offering further opportunities to benefit the children and young people within our communities.

Irene Hogg
CEO

Key achievements in 2019/20

- Very successful open day at the Link with over 1000 attendees
- Additional Needs Service at the Link supporting over 65 children with additional support needs throughout the year
- Delivered a very successful summer holiday club and Additional Needs Play Scheme in partnership with Midlothian Council Children's and Families services.
- Successfully secured substantial funding from Big Lottery for Link Community Manager
- Successfully secured substantial funding from Scottish Governments Town Centre Fund Tyne and Esk LEADER, Early Years Capital Grants for the extension of a 40 place nursery and refurbishment at the Rosewell Pavilion
- Secured the Asset Transfer for the Rosewell Pavilion
- Employment of new Link Community manager
- Hosted Midlothian Councils "Incredible Years" training.
- 2 new Community Job trainee's placements,
- 1 Community Job trainees secured permanent posts with LASC
- Expansion of our staff team, now 62 people
- New Nursery/ ASC Management System
- Funding secured to continue the support for our Breakfast Club pick up service,
- Successful parents' open days for nursery
- Maintained the Gold Healthy Working Lives Award
- Senior staff successfully completed Mentally Healthy Workplaces- training for managers
- Staff pampering day
- Successful Christmas shopping evening at the Link with over 500 attendees
- Continual training & development of our LASC personnel with 8 staff graduating with formal childcare qualifications
- Continual growth of our communication & parent contact through surveys the website, face book page, emailed newsletters & information boards

Chair's report

This year, more than any other, I just can't quite believe how much has been achieved. This has only been possible because of the wonderful, talented teams we have in our staff and our Board, all bringing their own skills and ideas to the table, working together with a single goal of making LASC even better than before.

Last year, I said that I was in no doubt that there would be challenges along the way in delivering our ambitious development programme. That has turned out to be very true, including the arrival of Covid-19 during March 2020, which has turned all our lives upside down in ways we could have never imagined. I also said that I had every confidence that we were up to the challenges. That has turned out to be equally true - the tenacity and resilience shown by our CEO, our staff team and Board members alike has been just phenomenal – I am so proud of them all.

Once again, I was delighted to be invited to the staff development day in January and have the opportunity to hear from staff directly about the improvements they want to make, what matters to them and the families they are working with as well as sharing information about the work of the Board.

Securing the asset transfer of the Rosewell Pavilion has to be one of the key highlights of the year. As a completely new undertaking for us all, we have worked closely with Midlothian council to find our way through all of the legalities and requirements to create a process with lots of learning along the way. Worth it in the end though, as this enables us to provide a much needed nursery service, as well as a new service for young adults and an improved environment for the breakfast and after school club for the Rosewell community.

The Link has now become a great, established asset, allowing a great space for afterschool club and children with additional support needs with the new play park on our doorstep as well as the lovely space of the sensory and community gardens.

Great progress has been made with a diverse range of community groups now using the rooms. It is great seeing people from all generations making use of the building and there is a great community spirit there.

The retention of our Gold 'Heathy working lives' status is something I am particularly proud of. It is great to be formally recognised for the work we do in support of the physical and mental health of our staff. The wellbeing of each and every member of our staff team is something very close to my heart and absolutely fundamental to the success of LASC.

Once again, there will be a lot of challenges in the coming year, not least, adapting to doing things differently to keep us all safe in the new world we are living in. I would like to say a big thank you to my fellow Board members for personally volunteering and supporting LASC in a so many different ways.

A huge thank you to our fantastic childcare and office staff teams, the CEO and her management team for everything you do.

Sue Gibbs

Treasurers Report

Report – 2020

At the start of the financial year the decision was made to invest in a much-needed new minibus. Going forward we will look at a designated fund for large unexpected expenses such as this.

A few months into this year, we faced the disappointment of not getting the expected additional spaces for the 1140 hours pilot, which we had allowed for in our budget. Despite some financial challenges, the Board's priority was to ensure the staff salaries were increased to meet the Scottish Living wage, which we were delighted to achieve. The other positive news this year was the asset transfer of Rosewell Pavilion and the Community garden at the Link. Funding from Leader will enable us to upgrade and extend the Pavilion bringing an all-important nursery provision to the area. Funding from the Robertson Trust will allow us to develop the garden area at the Link. We are a charity and our financial aim is sustainability not profit. We remain committed to providing an affordable resource for our community and service users.

Debbie Stout

Office Report

As always we have had a very busy year! Although we are based in the Loanhead Centre, we enjoy speaking to many parents and carers throughout the year and hope that they find us approachable and helpful.

Our Xero accounts system is working really well. It is much easier for our Board of Directors, and our accountant, to assess financial information using this system.

Many of our settings have been very busy, with some afterschool clubs almost at capacity.

The summer holiday period in particular was very popular, with many new families attending.

The expansion of 1140 hours for 3 and 4 year old children has meant that many Local Authority nurseries have differing start and finish times and so we have assessed our session times in order to allow us to provide both wraparound care and core time for the children who wish to use their Government funding with us.

In September we learned that our Libacura nursery management system would cease trading in April 2020. This was a really hard blow as the system has worked really well for us, with excellent customer support. We trialled several nursery management systems with First Steps and iPal the front runners. We spent a large amount of time providing information to both companies in order for them to set up trial systems for us. First Steps provided excellent customer service, whilst iPAL promised a bespoke service for us. In October the Board of Directors decided to purchase the iPAL system, which was set up, with data transferred, ready to start in April 2020. This was the main focus of the admin team in the first quarter of 2020.

Helen Evans
Office manager

Human Resources Report

The last year has seen LASC commit to the development and wellbeing of children within our care by identifying the recognition of qualified personnel within our

settings. To align to this we require all our personnel to achieve a minimum of level 3 practitioner qualifications. This skill set has been recognised by actively working towards a minimum salary of National Living Wage.

The attrition levels have been well managed and the loss which had most impact as a result of experience was an experienced supervisor within the ASC. We are delighted to advise that this person has returned to our setting for a fixed term. Our recruitment program has worked hand in glove with government initiative programs and referrals which have been instrumental in our resource requirements.

We developed a more robust health and safety management scheme scoping risk assessments across all functional areas and incorporated the integration of all key personnel.

The development day with all staff incorporated a number of primary focal points to set the pace for the calendar year. This included scoping establishing achievements from goals set the previous year, action plan across settings for new year, Attendance management system, risk assessments and team building programs.

Alternative HR software was explored but findings resulted in an agreement to recommitted to using Iris as an employee data repository. This works in line with GDPR as well as enabling personnel to have full access to their personnel data.

The working year concluded at the start of lock down through Covid which saw an agreement to pay the absence of all personnel who decided to self isolate during the month of March 2020.

Lynda Stoddart
HR Consultant

Breakfast, After School Clubs and Saturday Service Reports.

Each campus has seen a steady number over the past year with even some day's campuses being full to their registration capacity. We have increased the number of children who need additional support in different ways during the week, on a Saturday and during our holiday periods. We have had a closer working relationship with Satlersgate and other specialist schools going in and visiting some of our children classes. This has helped with new children coming and settling in but also getting an idea of targets to set with the children. Each of our settings enjoy a variety of play each day with the children having an input into what activities we have on offer. At each campus we spend a lot of our time outdoors with the children asking for this as soon as their bags are on the pegs.

Paradykes

Breakfast Club (BC)- Numbers have been between 22-30 children each day with us picking up a reduced number of 4 children regularly each day. In the morning the children enjoy playing board games along with the large bricks where they enjoyed making a variety of things like castles and towers. The drawing table is always full with them enjoying spending

time talking and drawing each morning. The children enjoy getting to spend time in the gym hall with the balls playing football, dodgeball and catch (when Alan doesn't get the ball stuck on the roof!!!) The children also enjoy team games such as shark tig and fly fly.

After School Club (ASC)- Numbers have been in the similar as breakfast club between 22-30 apart from our Fridays where we have between 43-49 children. Last year the play park was still by far the place the children wanted to be the most with the variety of equipment on offer the children really enjoy this on our door step. The children enjoy the freedom of moving around the building and the way that this can be set up into so many play spaces. The children have enjoyed construction from building train tracks to making things from lego. The children have enjoyed increasing access to the music room and being able to learn new skills on the variety of instruments. The children love the outdoors being in the community garden, planting and collecting items to make things like necklaces. The children enjoy using the outside of the building as a race track for the bikes and scooters. A group over the year have enjoyed playing cricket both indoors and outdoors.

Roslin

BC- Numbers have been good at Roslin with them regularly needing 3 members of staff. The children enjoy having a quiet start to the day doing arts and crafts as well as spending time chatting round the breakfast table with each other. After breakfast the children enjoy spending time in the gym hall making dens, dressing up and having an opportunity to play teams games before school.

ASC- Numbers at Roslin have had another busy year with needing 4 or 5 staff some days due to numbers. The children again at Roslin have enjoyed the outdoors and enjoy the variety of play on offer. This ranges from the mud kitchen to loose parts such as drains pipes, wood and ropes. The children enjoy getting the bikes and scooters out the lock up and cycling and scooting around the park. Some children enjoy getting the opportunity to play football in the muga at the school. In the gymhall when the bouncy castle isn't out the children enjoy teams games and building dens. Roslin always like to have a theme and use these throughout the year for their ideas for arts and crafts which is great.

Ramsay

BC- Numbers at Ramsay have resulted in them needing a fourth member of staff as they have had over 30 in most days. The children like playing games together like battle ships and connect four. Some mornings they enjoy chilling out watching a movie. When breakfast is done it's straight out to the muga for bulldogs or football which usually means 30 children getting some exercise before school which is great fun.

ASC- Numbers of children attending at Ramsay have increased over the last year with them also needing 5 staff apart from the Friday. We have seen an increase of numbers due to the nursery children getting their 1140 hours and then coming to Ramsay for wrap around. Ramsay children enjoy the variety of outdoor spaces they have access to, whether that be the climbing frame to mud kitchen or Muga. The children enjoy using their imagination within the mud kitchen creating potions, having cafes and making all sorts wonderful things. With access to the playground it means the children have a great space for using the bikes and the scooters. Indoors the children enjoy the house corner, baking a variety of things as well as the arts and crafts. During the very poor weather the children enjoy the gym hall and getting access to the equipment like badminton, gymnastics and sometimes tennis.

Rosewell

BC- Rosewell have had 3 members of staff each day to accommodate the numbers at the breakfast club. At breakfast club the children enjoy having spaces set up for variety of

activities in the morning. The children enjoy getting to play with games like dominoes, card games and other board games in the morning. When the weather is dry the children enjoy getting out to play at the park or the grassy hill.

ASC- Numbers over the year have seen the need for there to be 4 members of staff regularly in the afternoons as they have had over 30 children. Some of these have been children again from the nursery who are getting 1140 hours and using Rosewell for wrap around care. Like all campuses the children enjoy getting outside to the wonderful areas they have. The children enjoy the park but the most popular is the woodland area. Here they can climb trees, collect conkers and go in the maze that has been created near the school grounds. Indoors the children enjoy den building, dressing up and on occasions the xbox or playstation. Children enjoy the loose parts of recycling where they get to use their imagination to create all sorts of wonderful things to take home.

Bilston

BC- Numbers at Bilston have been low again this year only occasionally reaching double figures. The children enjoy getting an opportunity to play with the construction toys like Lego and big building blocks. They like to do arts and crafts with drawing and gluing. Before school the children enjoy getting to the park when they can.

ASC- Numbers over the year didn't pick up and we made the decision that children from Bilston would join the children at The Link. This meant there were more children their age to interact with and play.

Saturday Service

Saturday service has continued to be a busy service with us reaching nearly 30 some weeks. The children enjoy still getting out on the trips every week getting to go to places like the beach, local parks, Flotterstone and every 4th week we go swimming. When back at The Link the children like having lots of sensory play getting water play, sand play and things like Gluk. The children get the opportunity to use the bikes and scooters as well as accessing the sensory garden.

Holiday Club

Each holiday we have continued to use our planner to have lots of fun activities on offer each of the school holidays. We go on trips to local parks like the rope park, Vogrie, and Ormiston. Our full day trips have been well attended and the weather over the year has been kind to us getting to go places like the beach in Fife to have a BBQ and five sisters zoo. We had a great summer programme where we worked closely with Artlink to provide a summer of fun. This included lots of workshops like music, costume making and sensory workshops. We had a silent disco as well as many talent shows.

Alan Duffin
ASC Manager

LINK

Supper with Santa was a great success with some very positive feedback received from families who attended, with great comments on our FB page "Santa and the grotto were amazing", We invested in a new costume which made sure the children thought he was the REAL Santa. Planning to house the grotto in the log cabin behind the Link next year. Marketing – twitter and Instagram and FB were set up and we are working on promoting The Link with a professional approach.

Christmas shopping night – £300 on door, £500 on tables, The Link looking to hold another event. This will be reviewed as part of the 2020 Christmas programme.

Also held this year was Table sale which was very quiet. Suggestions for next year are swap shop.

Bookings – We have now set up an electronic calendar which staff can all check on the day. A kindle has been provided so if enquiries come in, anyone can check for existing bookings. Well received by the team.

Car park in disrepair. The Council agreed responsibility, owned by the Education Dept. but internal dispute within council hampering repairs.

Robertson Trust – original application was for 100% funding for gardener and other costs.

Robertson's only fund 50% and we are now looking for further funding to cover the rest of the gardener's post

We have invested in a new Coffee machine for the café

Book Bugs session are very successful 2 per week facilitated by Lea

Baby sensory, messy play and Muddy Mondays very busy run by parents and tots.

Our music and movement class for our Tuesday lunch club went down really well for our over 60's along with our Thursday Cinema Club and Monday Bingo.

Palates, Disco dancers, Friday Youth Club, Craft and Chat are continuing to run in the evenings

Rugby Tots and Art Link are also running classes during the day.

Our weekend soft play parties are also picking up and we are looking at some themed parties e.g. bath bomb workshops and silent discos.

The Link

Management Team

Community Nursery Report

The nursery has had a great year. The number of children attending continue to grow and with a few children on our waiting lists.

Shelley our nursery manager has been on maternity leave and her leave was covered by Bianca Noel-Barham and Sarah Alexander who have both worked very closely with Irene Hogg to ensure the smooth running of the nursery.

Lisa Martin has been delivering book bug sessions with all children in all playrooms this year and the children have been enjoying these sessions with parents feeding back how much their children are enjoying these.

We've done some staff training on planning, observations and quality interactions. We've worked on our indoor environments to ensure quality experiences for our children and have used funding to replenish resources and redecorate play spaces.

Loose parts play outdoors has become part of our daily lives at LASC and the children especially enjoy playing in the mud kitchens. We bought a greenhouse for the children to grow their own herbs, fruits and veggies this year and the children have grown their own potatoes, various herbs, beetroot, carrots, sweet peas and strawberries.

In March when the UK went into lockdown, we remained open to deliver critical childcare for our frontline workers and. We all pulled together and worked very hard to make sure everything was a clean, safe, enjoyable and nurturing environment for the children who couldn't stay home with their families. Our staff worked very hard during these times and adapted to the ever changing guidance that was set out by Care Inspectorate, Environmental Health and the Scottish/ UK Governments.

developing their skills and feeding back to the rest of the staff. We have done training on observations, planning, floor books, outdoors and building the ambition. As well as 3 staff gaining their SVQ level 3 qualification and 2 senior staff completed their PDA level 8.

We have also been busy preparing and planning for our exciting new nursery that will be opening very soon at Roswell Pavillion.

The Bumblebee Room (babies):

Laura Ross swapped with Claire Moffat and become our new baby room supervisor at the beginning of the year. The staff have been working with our peripatetic teacher at the beginning of the year, to support with developing areas in the room and staff taking on more

responsibility for areas of the room. The staff have developed the room to make it nurturing, welcoming and cosy. This has worked really well and children enjoy a variety of experiences every day in different areas, especially playdough seems the most favourite more recently. They have also been busy with sensory activities, exploring different textures, tastes, smells and sounds. The children have been enjoying lots of time outdoors and exploring the different weathers and seasons.

The Caterpillar Room (2-3):

Another busy year for our Caterpillar room. We welcomed lots of new children at the beginning of the year and the staff worked very hard to make the children feel safe and secure at their new setting. Our room capacity has been full most of the week before the lockdown and have a waiting list for this room again towards the end of the year.

The caterpillars have been using loose parts and developing their problem solving skills. We have been working very closely with Midlothian council to develop the room and layout of the space for the children's play to flow freely throughout. Playdough has now been incorporated into the home corner and children have enjoyed this new way of being able to use the playdough. We welcomed a number of Good to be Two funded children this year. The children have also been helping with growing fruit and vegetables, however have enjoyed digging in the mud much more.

Butterfly Room (early learners):

Laura McGinty has taken over the role as Room Supervisor from the beginning of the year and have implemented new strategies to support her team with the overall running of the room and to follow up on children's next steps. We are excited to see the overall progress in children's learning continue to develop this coming year. Our children graduated in a very different way and all received a special visit to their houses from Sarah and Bianca to hand deliver their certificates and books during the summer. Our butterfly room is busy with the curriculum being delivered everyday as part of our 1140 hours' partnership. We have offered funded hours between 9am and 3pm each day over 5 days per week or 3 days per week between 8am-6pm.

Our partnerships with Midlothian Council continue to develop and we've agreed to be more involved with PEEP groups, planning and staff training with Paradykes.

Our Team

Irene Hogg	Chief Executive Officer
Helen Evan	Office Manager
Veronica Wood	Administration
Alan Duffin	After School Club Operations Manager
Shelley Martin	Nursery Manager
Gemma Hogg	After School Club Deputy Manager
Debbie Callaghan	Nursery Deputy Manager
Lynda Stoddart	H.R Officer
John R Hogg	After School Club Manager
Vicky Lynch	Senior Practitioner
Samra Akram	Senior practitioner
Yvonne Todman	Senior practitioner/Admin Assistant
Melissa Cameron	Senior Practitioner
John Thompson Hogg	Senior Practitioner
Laura McGinty	Senior practitioner
Lisa Martin	Senior Practitioner
Aleisha McLachlan	Senior Practitioner
Stephanie McArthur	Senior Practitioner
Louise Dobie	Senior Practitioner
Bianca Noel-Barham	Senior Practitioner
Megan Dalgetty	Senior Practitioner
Laura Ross	Senior Practitioner
Sarah Alexander	Room Supervisor
Natasha Hardman	ASN Support worker
Amanda Doig	Admin Assistant
Lisa Bissett	Cook/Driver

Lucy Ingles	Practitioner
Louise Scott	Practitioner
Sarah Black	Practitioner
Louise Parry	Practitioner
Amy Duffin	Practitioner
Claire Moffat	Practitioner
Katherine Ross	Practitioner
Brenda Anderson	Practitioner
Dannielle Clarke	Practitioner
Dara Hasson	Practitioner
Dielle Leslie	Practitioner
Courtney McDonald	Support Worker
Paul Smith	Support Worker
Jamie Ralston	Support Worker
Logan Gibbs	Support Worker
Katie McKinnon	Support Worker
Lucy Buntin	Support Worker
Kelsie McGregor	Support Worker
Catrina Banks	Support Worker
Chloe Fenwick	Support Worker
Katelyn O'Donnell	Support worker
Liam Gibson	Support worker
Sophie Cummings	Support Worker
Chloe Bain	Support Worker
Courtney Speed	Support Worker
Lauren Watson	Support Worker
Declan Wallace	Support Worker
Emma Yorkston	Support Worker
Bronwyn LeMoal	Support Worker
Alan Docherty	Support Worker
Megan Kay	Support Worker
Justin Bradd	Link Manager
Dinah Henderson	Link/Cleaner
Lea Sime	Link Café Co-ordinator
Alannah Forbs	Link/Cleaner
Nicola Cunningham	Link café assistant
Hannah Winning	Link Café Assistant
Bryony Pinkerton	trainee Café Assistant

Our Board of Directors 2019/20

Ms Sue Gibbs	Chair	Local resident previous service user
Mrs Debra Stout	Treasurer	Local resident and service user
Mrs Rhona West	Vice Chair	Local resident and service user
Mrs Kerry Mackay	Minute Secretary	Local resident and service user
Mrs Catriona Anderson		Local resident and service user
Mrs Tracey McCarter		Local resident and service user
Mrs Sam Smith		Local resident and service user
Mrs Janey Hoeflich		Local resident and service user
Mr Ian Smith		Local resident and service user

Ms Adele Black	Local resident and service user
Mrs Lorna Quickfall	Local resident and service user
Mrs I Hogg Company Secretary	LASC CEO Local resident