

# Kingston Independent

SUMMER 2018



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**CHOICE AND CONTROL FOR DISABLED PEOPLE**

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# Update from the CEO

## Changes Happening

KCIL's 'Fighting for Our Rights' oral history project finished at the end of March 2018. It was a hugely successful project which demonstrated the positive impact of working together with local partners including Kingston University, St. Philip's School, Kingston History Centre, and Kingston Museums and Libraries.

It was sad to say goodbye to Jen Kavanagh, Oral History Project Manager, who was integral to the success of the project. You can still listen to the stories of the participants on the project's website [www.kingstonfightingforourrights.co.uk](http://www.kingstonfightingforourrights.co.uk) if you missed them during the duration of the project.

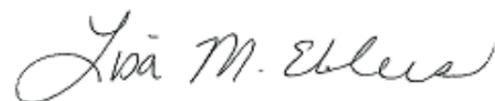
We would like to thank the Heritage Lottery Fund for their generous grant which helped us to capture and preserve the stories of disabled people from Kingston for future generations. They are now a part of the permanent archives of Kingston History Centre.

Jane Lawrence, who was a key part of this project, sadly passed away in November. She was previously chairperson of KCIL and worked hard to campaign for the rights of disabled people. She will be dearly missed.

The past few months have been filled with exploring KCIL's options for the future. The history project was the impetus for KCIL to look at its core values and beliefs and to explore where we would like to go in the future. KCIL is looking at ways to make KCIL relevant to today's world, whilst building on our skills, knowledge and experience of campaigning and leading on disability rights. This will be our aim going forward over the next few months.

I would like to take this opportunity to welcome two new team members: Sarah Cocker who joins us as our SEND Support Broker (Maternity Cover) and our new Senior Independent Living Advisor, Elizabeth Olarewaju.

Finally, a big thank you to everyone who sponsored my Charity Walk for Peace on 29th April. We raised over £500 for KCIL which will be matched by the group organisers. Thank you so much for your support.



# Danny's Story

Danny has a head injury which causes him some memory loss, depression and anxiety. These impairments can make life difficult for Danny, not least the isolation he feels at times, but he's determined to get on with his life and make the most of it.

Danny has lots of support from his mother who worries less about him now that she knows his Personal Assistant (PA) is there to support him to live an independent life.

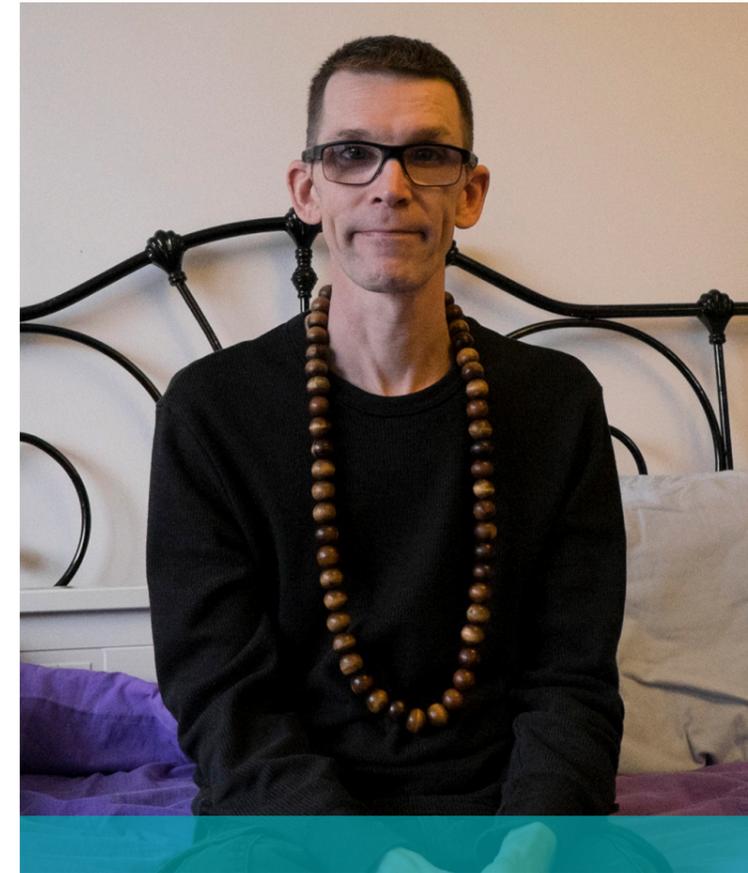
## How KCIL helped

KCIL supported Danny to advertise and interview for a PA, get a Disclosure and Barring Service (DBS) check to make sure they were suitable and safe to work for him, and put the right employer's insurance in place to protect him and his PA in case of any accidents. KCIL has also arranged for Danny, with his permission, to sign up to a Payroll service so he doesn't have to worry about paying his PA himself or do any paperwork. All this support was completely free.

Danny's PA has meant that he can get out and about, go for weekly food shopping trips and attend meetings with support groups he previously felt unable to attend. His PA also goes walking with Danny and helps him cook some simple dishes at home.

## What difference a PA makes

"Having my own PA has been a lot of help to me. It's given me more confidence in myself as my memory isn't too good. My PA helps me to do things and get things done around the house. She makes sure I get my food shopping done, that I eat regularly



and I take my medication. It's also good to have someone as company and to see on a regular basis... I'm happy."

## If you're thinking of having a Direct Payment to employ your own PA

"Definitely give it a try. It's funny really as I've become an employer now. That's something new for me. And I don't have to worry about paperwork, which I'm not good at, as that's all taken care of."

## The best things about having your own PA

"It's good to have someone there to talk to and to support you. It's kept me sane and helped me make sure I get things done. I've got less worry on my mind now."

# Personal Assistant Holiday Pay and Advice

## Entitlement

Your Personal Assistant (PA) is legally entitled to 5.6 weeks paid holiday (including bank holidays) each year, in proportion if they work part time.

You can work out your PA's exact entitlement by multiplying the number of hours or days they work for you each week by 5.6 weeks to get a total. For example, if they work 5 hours every week:  $5 \times 5.6 = 28$  hours a year. If they work 3 days a week:  $3 \times 5.6 = 17$  days a year.

Your PA's leave year should be set out in the employment contract.

If your PA works irregular hours you will need to use the online calculator to work out how much leave they are entitled to. This can be found at: [www.gov.uk/calculate-your-holiday-entitlement](http://www.gov.uk/calculate-your-holiday-entitlement).

Your PA's leave year should be set out in the employment contract.

When a PA starts to work for you they will have to build up annual leave, especially in the first year. This means they will have to work a certain amount of time before they can have a day off.

Your PA should take all their leave within the leave year.

## Self-employed

If your PA is self-employed they are not entitled to a paid holiday.

## Rolled up holiday pay

Rolled up holiday pay is unlawful. This is where an employer includes the basic hourly rate (£9.75) with the holiday pay amount (£1.17) to increase the PA's hourly rate to £10.92.

## Government guidance states:

"Holiday pay should be paid for the time when annual leave is taken. An employer cannot include an amount for holiday pay in the hourly rate (known as 'rolled-up holiday pay'). If a current contract still includes rolled-up pay, it needs to be re-negotiated."

[www.gov.uk/holiday-entitlement-rights/holiday-pay-the-basics](http://www.gov.uk/holiday-entitlement-rights/holiday-pay-the-basics)

## More information and help

If you need help to understand this advice note, or you're not sure or worried about something, please get in touch with us on 020 8546 9603 and we'll be happy to help.

# Direct Payment Support and Advice

## New Easy Read Direct Payment Guide

For your copy of our new easy read guide please contact Phil

020 8481 1447 or [phil.levick@kcil.org.uk](mailto:phil.levick@kcil.org.uk)



## Direct Payment User Group Meeting

Join KCIL staff for your opportunity to discuss any issues you may have and to meet other service users. There will also be a talk by an audiologist on ear health. Refreshments will be provided.

Please book your place by contacting Maria Keskes on 020 8481 1440 or [maria.keskes@kcil.org.uk](mailto:maria.keskes@kcil.org.uk).

### DIRECT PAYMENT USER GROUP MEETING

**DATE** Thursday 14th June

**TIME** Between 1pm and 3pm

**VENUE** Community Hub, John Lewis, Kingston

## Being a Good Boss - Free Training for Direct Payment Users

This training session will cover everything you need to know about being a good boss, from recruiting and employing PAs to managing a budget and health and safety regulations.

### DATE

Tuesday 3rd July, 12 noon – 3pm

### VENUE

Training Room, URC Kingston

Book now by contacting John Morris

[john.morris@kcil.org.uk](mailto:john.morris@kcil.org.uk) or phone 020 8481 1445



## Drop-Ins

If you have any questions to do with managing your Direct Payment, KCIL is holding the following drop-in sessions:

### DATES

Tuesday 19th June & 17th July, 12 noon – 3pm

### VENUE

KCIL Offices in central Kingston. **No need to BOOK!**

# Sailing Along on the Crest of a Wave by Ann Macfarlane OBE

**I believe holidays, long or short, are essential to maintain our health and wellbeing.** Some people say, 'It's ok for you, I can't afford a holiday' or, 'I don't have time; I haven't had a holiday for years' or even, 'I don't know how you can go to London, or get on a bus, I couldn't do it.' Everybody, and that includes disabled people, needs to give themselves time out, to take care of their physical, mental and emotional wellbeing. Whether you are newly disabled or have been disabled for many years, it can feel daunting, frightening even, to leave familiar surroundings or an environment that helps you to manage day-to-day activities. It's always good to take a considered risk and leave your comfort zone for a while.

Holidays don't have to be long and expensive, they can be small plans to build confidence. For example, a day in the local park to get fresh air and a change of scene; it might be a day trip to Brighton to see and hear waves crashing along the seawall, or an overnight stay in an adapted cottage or hotel room to see a London show.

Whatever you dream about, it's important to take note of a few things that might help you to decide:

- Talk to other disabled people, and someone who knows your situation and day-to-day routine;
- Work out the budget you can afford;
- If you need assistance, think of who might accompany you and the money you will need to pay for their holiday and/or their wage;
- Find someone used to travelling and ask them to help you research the place you want to visit and how to get there;
- How to travel: by train, coach, plane, cruise ship and so forth;
- What climate do you like and what sort of scenery, for example, coast, countryside or city;
- When you have made your decisions, go back to any documents and read the small print. Most airlines allow a person to take one medical case free of charge. I didn't read the small print and had the shock of having to pay £275 before being allowed on the plane!
- Manage expectations and be prepared for 'blips' as not all may go to plan;
- Compromise: there will be things that don't go to plan or are not accessible;
- Going abroad? Make sure you take your passport and prescriptions;
- Remember to have six months left on your passport after you return;
- Make sure you take out travel insurance;
- Will you need a visa/s and/or inoculations?
- Think about equipment; ask if hotels, cottages or cruise ships can provide bed raisers, hire a hoist, commode, shower chair, raised toilet seat, fire alarms and doorbells that vibrate or flash and so on;
- Take important addresses, telephone numbers and enough medication to last your holiday and a list of what is in your luggage;
- Look forward, stay positive and enjoy every moment!



As you can tell, I love holidays! I've always saved for them and I have many travel logs and photograph albums to provide me with wonderful memories. In the last year I have felt the need to go away more and more. The main reason is I'm older now and realise my 'window' for going away is getting smaller and I do not wish to have regrets. I love travelling to new countries and to revisit ones I've been to before. So in the last six months my travels have taken me to:

**New York** - I went by plane and travelled back on the Queen Mary II. It was exhilarating to experience the huge waves crashing into the liner that had great stability.

**New Zealand** - I flew to Sydney where I stayed overnight and then joined a cruise ship going round the North and South Islands. The welcome from the Maoris in the Bay of Islands was dramatic and the Treaty House was interesting. The weather there was stunning. I visited all my relatives which was the aim of travelling that distance and meeting up was so special.

**Amsterdam and the spectacular Norwegian Fjords** - I travelled over by train and through the mountains decked with snow and ice like icing on a wedding cake. These three memorable holidays were taken with one of my Personal Assistants (PAs) who knows my medical and social needs. She understands where the boundaries lie and makes sure I take from these situations what I need to support my wellbeing.

In a few weeks I'm off again and I make no apology for taking these breaks. When I can no longer leave my home, and when the time comes, my PAs will enjoy travelling through space and time with me, and I will be remembering all the wonderful experiences I have enjoyed, always with the loyalty, commitment and trust of other people. Happy travelling!

**KCIL will help fund holidays or short breaks for disabled people. In order to apply, you must:**

- Be a paid up KCIL member
- Live in the Royal Borough of Kingston
- Be over 18
- Have a long term and substantial health condition and/or impairment that is likely to last – or has lasted – twelve months or more, which severely affects your daily life
- Be in receipt of disability-related benefits

For more information visit [www.kcil.org/grants](http://www.kcil.org/grants) or phone Robert on **020 8546 9603**.



**As a user-led organisation, KCIL members have an important role to play. Annual individual membership costs just £10 and, by becoming a member, you will:**

- Be involved and 'have a say' in issues affecting local disabled people
- Be part of a local user-led organisation supporting independent living
- Have access to small grants for equipment, holidays or education/training
- Be able to vote on matters affecting you at our Annual General Meeting
- Get a free ticket to KCIL's annual 'Living with Disabilities in Kingston' conference that takes place in the autumn
- Get a free 'Radar' key
- Keep informed of events and issues

**For more information, contact Robert Reilly on 020 8546 9603 or [robert.reilly@kcil.org.uk](mailto:robert.reilly@kcil.org.uk)**



## New to Kingston

The Ruils Sitting & Befriending Service has recently launched in the Royal Borough of Kingston. This service provides DBS checked and trained staff to support you in caring for your child with additional support needs. They can provide Sitters to look after your child on an ad hoc basis whilst you go out. Befrienders can also support your child on a more regular basis, with a focus on accessing new activities at home or in the community. They take away the hassle of being an employer by providing a payroll service. The S&B Coordinator will work with you to understand your child's needs and try and find an appropriate match for them. For more information and a registration form visit:

[www.ruils.co.uk/sitting-befriending](http://www.ruils.co.uk/sitting-befriending)  
or email [charliethefaut@ruils.co.uk](mailto:charliethefaut@ruils.co.uk)



We have a new MP joining the Parliament, Lucy Savage. She will be helping to organise future social trips and outings. With Lucy's help, we are aiming to do at least one outing this summer and one in the winter. Watch out for news of upcoming events. We are also hoping to start a local swimming club just for visually impaired people.

We are currently campaigning on the Go-cycle Scheme, Rain Gullies and A-Boards (Advertising Boards) and will continue to raise issues that visually impaired people face on a day to day basis.

## School Talks

The Kingston VI Parliament has been visiting local primary schools to educate students aged 5 – 11 years about visual impairment. Each session lasted about half an hour and included an introduction to the different types of canes, what they mean and when people might use them. We also used a jingle ball exercise to illustrate how visually impaired people have to rely on their hearing rather than sight, encouraging children to close their eyes and roll the ball to their friends.

The most rewarding part of these sessions is knowing that the students had learnt about something so important. One pupil (aged 6) commented, **"When you see someone with a white stick, you should give them space."**

We hope to continue with this in future.

## Creating your Story

Our Art and Storytelling Project combined storytelling and creative writing with art. It was thoroughly enjoyed by both the participants and the general public. The course, led by StoryAid, worked with people of different ages and disabilities, empowering them to share their stories.

Not only did our participants gain confidence over the eight weeks but it also helped to reduce social isolation. Each week different forms of art were explored culminating in an exhibition open to the public.

We would like to thank the Royal Borough of Kingston for a 'Your Kingston' grant and the Thomas Pocklington Trust for part-funding this project.

See Page 10 for details of the next FREE StoryAid workshop, **'Finding your Voice'**.



# In The Community



## Messing about on the river

Service users and staff enjoyed a sunny boat trip on the River Thames in May thanks to the Thames Boat Project. Leaving from Canbury Wharf in Kingston, the Richmond Venturer, a specially converted Dutch barge which is fully accessible to people with disabilities, travelled downstream to Shepperton before returning later in the day. A big thank you to the Thames Boat Project volunteers who ensured the trip such a success.



## Celebrate 70 years of the NHS at Ham House on 28th June 2018

Thanks to Heritage2Health and the National Trust, KCIL members have been invited to join them for a day of arts, crafts, sensory and historic activities at Ham House on Thursday 28th June.

Heritage2Health brings together communities, education providers and heritage sites to improve wellbeing. Student nurses from Kingston University and students from St. Philip's School will be on hand to help and volunteers from the National Trust will be providing tours of the house and garden.

**If you are interested in attending this event at Ham House on 28th June, please contact Robert Reilly on 020 8546 9603 or [robert.reilly@kcil.org.uk](mailto:robert.reilly@kcil.org.uk)**



## Finding Your Voice

Join KCIL and the NHS for this FREE workshop with Eli Anderson from StoryAid. Develop the confidence to speak up and have your voice heard. This is your opportunity to share your thoughts on the NHS with the NHS. Your opinion matters!

Lunch included.

## DATE

Thursday 5th July 2018,  
11am – 2.30pm

## VENUE

At the URC, Eden Street,  
Kingston, KT1 1HZ

**To book, email [jan.eastaff@kcil.org.uk](mailto:jan.eastaff@kcil.org.uk)  
or phone 020 8546 9603**



## Save the Date

KCIL's Conference and AGM will take place on **Monday 15th October 2018** at the Holiday Inn Kingston South.

More details to follow.

# Get in touch

For further information, please get in touch.

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🌐 www.kcil.org.uk 🐦 @teamKCIL

📘 KingstonCentreforIndependentLiving



**CHOICE AND CONTROL FOR DISABLED PEOPLE**