



imagine

a new way of thinking and doing

Paradigm Newsletter - Issue 14 - December 2006

Christmas is coming and Imagine is getting fat!



Editor's Note

Welcome to the Christmas 06 edition of Paradigm's newsletter, Imagine. We have so much to share with you that we had to make this edition bigger than usual!

In line with our annual conference theme Moving On, here at Paradigm we have once again practiced what we preach and have moved on. To another office! To accommodate our ever growing and talented team we have moved to:

101 Woodside Business Park
Shore Road
Birkenhead
CH41 1EP

Our email, web address, telephone and fax numbers have stayed the same and are displayed next to our logo at the bottom of this page.

Paradigm would like to wish you all a very Merry Christmas and a wonderful New Year!

Alison Britton
Business & Marketing Manager

Email us with your ideas to
AlisonB@paradigm-uk.org

What a bumper issue we have for you this Christmas! This edition of Imagine is packed with interesting articles and guest writers that we hope you enjoy reading it as much as we did putting it together.

The size of Imagine highlights how busy we have been in the last couple of months and how many wonderful people we have had the pleasure in working with. In the spring we worked with the Community Connecting team to jointly host 'Community Matters' a conference on community building. There is a great offer on the Community

Connecting magazine featured inside this newsletter.

Another exciting event that has taken place is the launch of Reach 2. Inside, Peter Kinsella takes us through the new and improved Reach standards. With a formal launch in the House of Lords, Reach has

What's Inside . . .

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gone from strength to strength and will hopefully prove to be just as successful as the original in making a real difference to the quality of Supported Living services – we'll keep you posted on how it goes.

Another great opportunity we have had in the last couple of months is to work with Dave Hingsberger. Paradigm and Dave Hingsberger have brought 2 fantastic workshops to the UK. They are 'Sexual Victimization' and 'Communication'. Dave always lives up to his excellent reputation and you

should grab yourself a nice hot drink and take the time to read his article 'Meeting the Bunny, the Gift and the Outsider'.



Lastly, let me introduce myself. I am Alison Britton, Paradigm's new Business

and Marketing Manager. One of my responsibilities (amongst a lot of others) is editing Imagine.

I could carry on talking about what we have been doing and how it links with this newsletter but I won't give any more away and let you enjoy reading it all for yourself inside....

Great effort springs naturally from a great attitude.

Pat Riley

Paradigm

Individualised Budgets No Frills Conference

York – 23rd January 2007

London – 3rd October 2007

Full details from www.paradigm-uk.org

REACH

2nd Edition

Launched



Reach was originally developed in 2002. Since then over one thousand organisations across the UK have been using it as their means to determine if they are providing good quality Supported Living.



From left to right: Wendy Perez, Daniel Kirkham and Pat Tracey at the House Of Lords

Reach is the only full set of Supported Living standards with a clear definition of what Supported Living exactly is. This second edition sees some significant changes and improvements:

- It is much easier to use and has been designed to enable people with learning difficulties to use it
- There is an accompanying DVD with film clips of good and bad Supported Living

- Behind the DVD is a database, enabling organisations to collect and analyse the data from the reviews
- The standards are now mapped across to the Supporting People Quality Assessment Framework and the National Minimum Standards for Domiciliary Care (the relevant parts of these)

Reach is a collaboration with the Department of Health, Association for Supported Living and Skills for People. We liaised closely with the Department for Communities and Local Government Supporting People Team and CSCI, in ensuring an accurate as possible map across.

This new edition of Reach has an It's My Life Pack (which contains the standards and is the individual review process), a Service Review Pack (for organisations to look across the board at how they are doing in providing Supported Living), together with the DVD.

The second edition of Reach had a formal launch in the House of Lords. At the launch, Lord Victor Adebowale said 'this is an excellent pack



Lord Victor Adebowale at the REACH launch

which all providers and commissioners should be using to develop better Supported Living'. Since then, we have held two very successful conferences in Liverpool and London as additional launches.

We are mightily proud of Reach and hope that the many thousands of people who use it will find it very helpful in ensuring that people get the lives they want. You can order Reach from Paradigm's website www.paradigm-uk.org or by using the flyer that accompanied Imagine.

Conference Report Here and Now

Here and Now was the title of our conference on 8th November 2006 in Manchester. The conference's theme was on individualised budgets and self directed support. The conference was part of the In Control developments. However, the focus was not just on people with learning disabilities, but included older people, people with mental health problems and people with physical disabilities too.

The conference was a sell out which shows the level of interest in individualised budgets at the moment. Martin Routledge, the national lead for the Individualised Budget Pilot Sites for the Department of Health's Care Services Improvement Partnership, kicked off the conference with confirmation of the significant political support, desire and commitment to make Individual budgets happen, together with plenty of information of the excellent progress that many In Control sites are now making.

Peter Kinsella delivered powerful messages for providers and commissioners that they will need to adapt and improve and be successful, or dig their heels in, don't change and die off. The core part of his message was that if you provide a service of the right quality, at the right price in a way that people want, there is nothing to fear.

Carey Bamber, Robin Neill-Murray and Maureen Harris highlighted how Direct Payments can make a massive difference to people with mental health problems, and Helen Bowers showed

the importance of self directed support for older people.

The star of the show was Caroline Tomlinson. Caroline gave a powerful and moving presentation of how her family, and in particular, her son, Joe was getting the life he wanted with an individualised budget.



Patrick Kenny was the irascible chair who provided plenty of challenge for all delegates and left us with a fantastic quote "if organisations can't get their head around people being in control, then what chance have they got when they are asked to do something complicated?"

We are running a no frills version of this conference on 23rd January in York, specifically aimed at Support Workers, Care Managers and first line managers. A conference place is from £50 plus VAT – details from Paradigm's website.

The Certificate in Inclusion and Person Centred Practice

Paradigm and partners have spent a lot of time in the last year designing and initially piloting a brand new modular course for people who support people in supported living arrangements and self directed support.

The partners are Ling Trust, Options for Supported Living, Natural Breaks, Dorset Scope and Welmede Housing and our centre for the awarding body is Valued Life Projects, Education, who are part of Michael Batt Foundation.

The course came about because partners felt that the current accredited qualifications did not fully meet the needs of people who are striving to deliver true person centred supports.

The students are working towards three qualifications as they undertake the course, LDAF (Learning Disability Award Framework)/LDQ (Learning Disability Qualification), (we are aiming to work to the proposed review), an NVQ, and Paradigm's Certificate in Inclusion and Person Centred Practice which is what makes the course unique.

The course is 18 months long, with a unit each month and its' foundations are firmly rooted in person centred thinking. The course covers the common induction standards as well as a whole

range of topics which together we feel are at the forefront of good support – including citizenship, REACH, enabling, advocacy and person centred planning. Each unit is newly written and we are delighted to have some brilliant people nationally and internationally working with us on this, including Dave Hingsberger. Our partners are actively involved in the delivery of the course as trainers and many of them are undertaking a City and Guild's Award in delivering learning as part of the project.

We are in the early stages of the full pilot and are learning, reflecting and developing the course continually. The measure of our success will be if this course really makes a difference in the lives of the people who are being supported by our students.

If you would like more information, please contact Gill Goodwin, on 0870 010 4933 or at gillg@paradigm-uk.org.



Smile! No Bullying



at Positive Futures Healthy Living Centre, Nottingham

INTRO:

My name is Rebecca Tivey, and I am the 'Smile, No Bullying Co-ordinator' at Positive Futures Healthy Living Centre. We are the only Healthy Living Centre in the Country working specifically with adults with Learning Disabilities. Our vision is that 'People with learning disabilities will be valued, welcome, participating members of their various preferred communities, with as much control as possible over all aspects of their lives and the support they need to feel a sense of belonging', and part of this work was developed to help tackle bullying of people with Learning Disabilities, after this was highlighted as a huge problem in their everyday lives.

BACKGROUND:

Statistics from Mencap's 'Living in Fear: The Need to Combat Bullying of People with a Learning Disability' (2000) showed shocking results from 904 questionnaires. 88% reported having

experienced bullying, with 32% being bullied daily and 66% more than once a month. 70% reported needing someone to talk to, but 58% did not know who to tell. Bullying was shown to be happening everywhere, with 73% experiencing bullying in a public place, 25% on public transport, 30% at a day service, and 26% at home. Worryingly, although 75% of people told someone; with 54% telling staff; 53% of bullying continued after it had been reported. Positive Futures members echoed this in a Positive Image group led by the previous Tackling Bullying worker, and consequently, the Smile! No Bullying work was developed.

SMILE! NO BULLYING BEST PRACTICE GUIDE & STAFF TRAINING:

The Smile! No Bullying Best Practice Guide, and it's supporting Interactive Staff Training, contains clear and useful information for staff on how to proactively tackle bullying, with ideas on

how to get started, things to help, what they can do, and workshops that can be delivered by staff to service users within their service – accompanied by a DVD.

Guide: £80 (inc. p&p).
Training: £35 per person (inc. lunch) 10am - 4pm – based at Nottingham Voluntary Action Centre, 7 Mansfield Road, Nottingham. Please get in touch for dates.

SMILE! NO BULLYING SCHOOL WORKSHOPS:

As many people, including school children, are often unaware of what it means to have a 'Learning Disability', it is important to make this understood, and that it is often due to a lack of knowledge and understanding, and a fear of 'difference', that people discriminate against others, and Bully. The school workshops I will provide are a combination of the following: Basic Learning Disability Awareness, discussion about 'Bullying', interaction with people

with Learning Disabilities, Positive Image & Case Studies. It is hoped that such work will continue to create positive links between services & schools, and help encourage wider inclusion and understanding.

OTHER AGENCIES:

As Smile! No Bullying Co-ordinator, I also work alongside other agencies, such as the City and County Council, Learning Disability Services, Multi-agency Anti-Bullying groups, and Nottinghamshire Police. By working in partnership, we have a stronger base to work towards tackling this problem once and for all.

Welcome to Julia

Julia Fitzpatrick is our new Director of Consultancy.



Julia is based in Edinburgh and gives us a stronger presence in Scotland. Julia has a strong background working in housing and was Director of Ownership Options which promoted home ownership in Scotland. Already, Julia is very involved in the development of In Control and Individualised Budgets in Scotland

In Paradigm, Julia is leading our Action Learning Set programme for commissioners of housing and support and bringing her wealth of experience of working for housing associations into play.

Julia is leading the In Control Provider Network an exciting new development for service providers to get involved with the work of In Control and get up to speed to the changes that are happening through Individualised Budgets.

In addition, Julia is running many of our Person Centred Leadership courses which have a huge and positive impact on the people attending them.

Julia's appointment really consolidates our senior team and gives us a much stronger capacity around housing. We hope to be working even more on issues of home ownership, residential service change and housing development. If you are interested, please email Julia on juliaf@paradigm-uk.org.

Efforts and courage are not enough without purpose and direction.

John F. Kennedy

Meeting The Bunny, The Gift and The Outsider

by Dave Hingsburger

I was placed at the end of an aisle to wait. Being in a wheelchair now means being deposited while someone else runs to finish a task. So I became a potted plant and simply let the breeze of others hurrying waft over me. I spotted another guy in a chair waiting an aisle or two away. As I had purchases left beside me to guard, I waved him over. He looked mildly surprised to be hailed but came over anyways. I noted that his chair had smaller front wheels than mine and I was curious to know how they worked over small bumps as mine sometimes hangs up on them. He was keen to talk about his chair and told me that he'd only been in a wheelchair for a couple of years. I was a newbie in comparison. When he was called back by his wife he said, "You know when I was in school they bussed in the special kids. You

know the one's in chairs or with Down's. Back then I avoided them at all costs. Now I'd like to know who else is on the bus."

My sentiments exactly. Though I've worked with people with disabilities for years, it was never my community. Like all minority communities, it has borders. Outsiders can't even visit, they have to shout across the divide. And outsiders always misperceive their echo as the voice of the other. Well, I've been transplanted and it is indeed a different community, maybe even a different country. Like my new friend at the store, I also wanted to know who was on the bus with me. The web awaited me. The search was not futile, it was, instead, incredibly rich. I met some people ... some people I should have known about.

Dwight Mackintosh got off the bus in 1999, but what a ride he had. He was born in San Francisco in 1906, the year of the earthquake. His intellectual disability was attributed to the quake in the same way that disability has always been connected with human or divine disaster – falsely. He lived at home with his parents until he was 16 and was placed, for reasons lost in a file somewhere, to live in the Sonoma State Hospital. His 56 years of living there has led him to be nicknamed in the "outsider art world" as "the boy who time forgot". Well time may have forgotten him for those 56 years but talent didn't. When he was freed from the facility his aptitude for art had him placed in a day programme that allowed him expression. His paintings and drawings are stark and remarkable. Over many of his drawings is a long string of letters jumbled and collected lovingly. Like he wanted to say something out of the dark realm of his difference and thus the letters float above the images like the Mackintosh code waiting to be broken. Once his art was discovered it began to show in galleries and now, highly collectable, his art is on permanent display in galleries as far flung as the Art Brut Museum in Lausanne, Switzerland and the National Museum of American Art. One will never know if Dwight lived in that institution, as many did without much in the way of visitors. Well, it's a little late but you can fix that now by visiting his work

at: <http://www.horsecow.com/index.html> then clicking on featured artists and then outsider artists. There you will find his name.

Then there's Emanuel Ofori Yeboah, now he's up at the front of the bus. This guy was borne in Ghana with a "birth rarity" as Gregor Wolbring would have it called. His right leg was significantly different than his left leg. Many children borne with disabilities in Ghana are left to die or are actively poisoned as Emanuel's mother was encouraged to do. His father left the family not being able to cope with the curse of Emanuel's disability. As Emanuel grew, he was, like Mackintosh, an outsider. Other children refused to have anything to do with him so Yeboah worked at shining shoes to earn enough money to buy a new ball. Others could play with the ball, but only if they played with him. Early on, this guy had it figured out. He was appalled at how people with disabilities were treated in society and decided to challenge the orthodoxy that disability meant 'less than'. He convinced an American organization that supports those with disabilities to give him a mountain bike. He embarked on a 370 mile journey across Ghana riding that bike with only one leg that worked properly. He stopped along the way, gathering notice and acclaim (not always the same thing) and talked to people about disability. A documentary was made about him called "Emanuel's Gift" and in the film

he is compared to Martin Luther King and Nelson Mandela, and in fact his commitment to the disabled peoples of Ghana and around the world makes the comparison a fair one. Oprah Winfrey narrates the film which is available from Amazon.com.

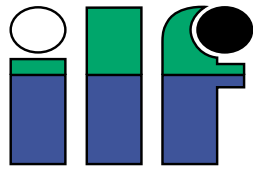
Yeah, yeah, I know inspirational stories to a one. You should know though that I had to pare through so many stories and chose these two from many. Apparently the bus is packed. I'd say standing room only, but now in a chair, I refuse to do so. It was then in my search that I came across the Goddess Bunny. Every report I read of her reported her to have been 'stricken by polio at birth' and is variously and hideously described. Borne Johnnie Baima, he made the rounds of foster care and was severely abused in many of them. As an adult he transformed himself, literally, through drag into a performer s/he dubbed "Sandie Crisp". S/he developed a huge following in Los Angeles subculture as a drag performer and a small documentary was made of her life. Crisp, aka The Goddess Bunny, did everything she needed to in order to survive including prostitution. But TGB never presents herself as a victim. This girl is a STAR with a devoted group of fans. A quick websearch will take you to hundreds of sites that mention TGB. I'm not going to recommend any one in particular because they have to be seen in mass. The key words to search are "the goddess

bunny" "crisp" and "baima". In almost all of them she is vilified and mocked, called bizarre and disturbing ... but then when you see her picture, what you see is sheer frigging (that's not the right word) defiance. There are survivors and then there are the triumphant. This girl is no one's role model, but this is someone who took lemons and made lemon gin.

The more I learn the more I think that this bus has much more interesting company than any of us would have thought. I too remember seeing special people in those special busses. I too remember not being able to imagine myself looking out those windows. Well, let me tell you, the view from here is fine. Just fine. Move over Bunny and make room for my chair.

*I've always found that
the speed of the boss is
the speed of the team.*

Lee Lacocca



policy turnaround

Just over four years ago, the ILF (Independent Living Fund) changed their policy towards making grants to people with learning difficulties (and to other groups of people) who had previously lived in long stay hospitals.

Prior to this time, if a person had lived in hospital and was now living in the community, if they moved from their first home in the community, they would be entitled to an ILF grant, if they met the ILF grant conditions (the most prominent of these are that a person needs to receive the higher rate care component of DLA (Disability Living Allowance)) and the Social Services Department must fund at least £200 per week in services or money to the individual.

In 2002, Paradigm embarked on a campaign

to change this very unfair policy. We saw it as an important issue of social justice, discrimination and a loss of opportunity. At times, it felt like we were a lone voice. We wrote to the then minister responsible for ILF, started an online pole and petition and took every opportunity to campaign and lobby the DWP, DH and ILF.

In our poll, 91% of people said their policy was unfair, 100% said that the decision should be overturned and 96% said that people would lose out on opportunities to live in the community.

Four years later, and with significant behind closed doors discussions from the Department of Health, the ILF have reversed this policy and now people who used to live in long stay hospital can apply for ILF grants. We think this is fantastic news and hope that the ILF will

shortly announce that those people remaining in hospitals or NHS campuses can get ILF funding at the point they move out.

The important thing to bear in mind now is that whenever anyone moves out of their existing accommodation or their support needs change, an application to the ILF should be made. People can get up to £455 per week from the ILF.

It just goes to show that perseverance and tenacity can pay off!

Drawing on my fine command of language, I said nothing.

Robert Benchley

Person-centred approaches to Autistic Spectrum Conditions (ASC)

My name is Genevieve Edmonds. It is nice to be able to introduce myself



to you via Imagine. I am an Associate Consultant with Paradigm.

I became passionately interested in improving the lives of people with ASC when I was diagnosed as having Asperger's Syndrome three years ago. Some people call Asperger's Syndrome a condition but I prefer to think of it as a 'different way of seeing the world'. Having Asperger's Syndrome means I am on the autistic spectrum. Over the past few years I

have become involved in improving services through training, support and consultancy. I have also written various books in this time on the subject and undertaken an MA in Autism to improve my knowledge.

It is really frustrating to really want things to change for people with ASC and to see that the 'Autism' world is so far behind that of learning disabilities in terms of person-centred or individualised approaches. I have been desperate to meet other people who shared a person-centred vision and who would do what it takes to make that happen. I have met few such people, but I did meet Judith North, Director of Consultancy here at Paradigm. To cut a long story short Judith and I clicked immediately when we met and have worked together ever since towards this vision. One outcome of this is

that from January '07 I will join Paradigm as a Project Worker/Consultant. From then on we'll do what it takes to make the dream a reality.

I am fed up hearing people say 'person-centred approaches and person-centred planning doesn't work with autism'. The more condition focussed services get, the more likely they are to say it. I am also fed up hearing the politically correct lobby say 'If you are being really person-centred you wouldn't need to look at the person's condition'. Both of these are untrue or at least false assumptions.

I am sure it's true that if you see a person first, concentrating on their label will go against that. I think it's also true that the way people with ASC process the world uses a different set of the skills than those needed to do a PCP. Things like

understanding self, the ability to plan, and the ability to communicate are all things People with ASC often find difficult. That said, not all of "you" (without Autism) are so brilliant at all of that either.

These are weak arguments for not working in a person-centred way with people with ASC. Firstly, those with ASC are only deemed to have these 'deficits' by the majority (i.e. the non-autistic world). The autistic community knows they are missing out. The autistic community is one of the most excluded groups because they are an invisible minority. They process the world differently. That makes communication, interaction, flexible thinking and sensory issues difficult with the wrong support and in the wrong environment. Doesn't that mean individuals with ASC need more of a chance to have person-centred support? What needs to happen is to make Person Centred Planning as ASC friendly as possible.

Autism is not a mental illness or a learning

disability, although some people with Autism also have one or the other. This means services are never clear where people with ASC fit unless they obviously have one of the OTHER labels. This leaves many of those with ASC without a service at all. Paradigm has been working on a paper called 'Better Services for People with Austistic Spectrum Disorders' for the Department of Health. It was launched at our a conference 'No Reason to Leave Us Out' run by Paradigm in London on 21st November 2006. I am delighted Judith was chosen to write it and doubly delighted that from January, 2007 Paradigm will be introducing a brand new range of products (training and consultancy) to help local authorities, health services and providers get services for people with an ASC in better shape. I really hope that the launch of this unprecedented piece of work will start to make the dream of a life with decent services and good support a reality for more people with ASC; and in true autistic fashion this is something we will 'perseverate' about and

'focus on obsessively' on until we see the results.

To see the paper 'Better Services for People with Autistic Spectrum Disorder' please go to the policy page on Paradigm's website

www.paradigm-uk.org/policy.html

Humour is by far the most significant activity of the human brain.

Edward De Bono

Community Connecting



by Steven Rose

Community Connecting magazine was launched in May 2005 and from



the outset established a strong partnership with Paradigm. Community Connecting promotes the principles of 'Valuing People', and will be of interest to everyone interested in promoting the rights and citizenship for people with learning disabilities.

Community Connecting has featured regular contributions from Peter Kinsella and Paradigm consultants. In May 2006 we were delighted to jointly host 'Community Matters' with Paradigm; a conference on community

building. Issue 7 of Community Connecting magazine, to be published in December 2006, has four pages of coverage (including a pull-out poster) on Paradigm's new REACH standards.

With another 'hat on', I had some involvement in the commissioning and production of the new REACH standards. I would urge anyone aspiring to provide supported living to take a look at the standards. In my view they are the ultimate quality assurance tool for providers of supported living. Paradigm and the primary author of the REACH standards, Alicia Woods, have done an excellent job.

In recognition of our partnership with Paradigm we are pleased to offer readers of Imagine a 25% discount on a subscription for 4 issues of Community Connecting magazine.* To take advantage of this offer please send a cheque for £15 made

payable to Community Connecting, to Community Connecting, Suite 63, 151 High Street, Southampton, SO14 2BT

**Unless otherwise requested all subscriptions start with issue 7.*

PLEASE CLEARLY STATE YOUR NAME AND ADDRESS IN THE CORRESPONDENCE AND ALSO STATE 'IMAGINE OFFER'.

A person is not old until regrets take the place of dreams.

John Barrymore



This edition we focus on Kate Fulton, a Paradigm Consultant based in North Shields

Staff Profile

Here we are highlighting **Kate Fulton**; a Paradigm Consultant who joined the team in February and is based in North Shields

Your idea of happiness is...

Sitting in my house with John and my best mates, with good food (made by John) and lots to drink – talking the night away

The trait you most deplore in yourself...

Worrying too much – but then how much is too much!

The trait you most deplore in others...

Prejudice
'Yes but!'

Your favourite books...

- The 5 People You Meet In Heaven by Mitch Albom
- Everything by Maggie O'Farrell
- Jo And The Gladiator by Catherine Cookson

Music for the soundtrack of your life...

Altogether Now – The Farm

Top three films...

- The Jolson Story & Jolson Sings Again
- Anne of Green Gables
- City of Angels

Lesson life has taught you...

Be you – it's way too hard trying to be anything other! There's so much more to learn!

Your hero/heroine...

Irene Edwards a remarkable woman who taught me loads.
My Mum
Angela Johnson

Your life motto...

Keep going, you'll get there in the end!
And you never know what's round the corner.

Your greatest fear...

To be alone (Oh and I'm not too keen on pigeons!)

Stuck in a lift with...

Tom Cruise.
A lift repair bloke – with a sense of humor! Ha ha
John to make me laugh

Your worst habit...

Smoking

Most overused words...

Lush!
Why?
At the end of the day....

You get out of bed in the morning for...

Strong coffee, a train to catch and a kiss from John

Makes you laugh out loud...

Tim Kelty - one of my best mates.
Kellie Woodley – who can always see the funny side and reminds me often
People who are simply lush to be around, who don't take themselves too seriously.

Differences challenge assumptions.

Anne Wilson Schaefer

What's on

Here is our
Conference and
Workshop listing
for the next few
months. Call our
office or visit the
website for more
details.

Paradigm Workshops & Masterclasses

Making Connections

Birmingham – 23rd January 2007

Bristol – 21st March 2007

Individualised Budgets No Frills

York – 23rd January 2007

London – 3rd October 2007

Building Brilliant Teams

Liverpool – 13th February 2007

York – 16th May 2007

Paradigm Conferences

Moving On! Paradigm's 8th Annual Conference

Manchester – 5th & 6th December 2006

Reach No Frills

Birmingham – 12th December 2006

No Ifs No Buts – No Frills

York – 16th January 2007

