



Midlothian Sure Start



www.midlothiansurestart.org.uk



@MidSureStart



Midlothian Sure

2020/2021 Annual Report

A word of welcome

It is with great pleasure we present our annual review for the year 2020-2021.

During the year under review Midlothian Sure Start, like the rest of the world, was required to change from “business as normal” to learning new ways of working.

We are grateful to our staff and families for helping us to very quickly adapt to this new way of working. Offering a hub provision to children after 2 weeks of adapting our service, served as a lifeline for many families. Unfortunately the limitations of the pandemic have meant that we have not been able to generally welcome parents into our settings but have had to offer much of our family learning programme online or through door stop visits or visits to the park.

Nevertheless we have been inspired by the resilience, generosity and care and consideration shown by all stakeholders to support each other through this traumatic time. As we begin to emerge from the pandemic we will continue to reflect on how we can provide a nurturing and responsive service that addresses the current and emerging needs of the children and families that use our services.

During this year, we also restructured our services to more effectively address the demand for our services and gaps identified.

This report will introduce you to our staff and will highlight a small range of the vast array of activities that we have been able to deliver over the past year.

We will also introduce you to some of the new developments we have planned for the next financial year.

We would like to conclude by thanking all our supporters, children and families, the Board and staff for working together to achieve our Aims. Your dedication to “building best beginnings” support and hard work during a challenging period is most appreciated.



Changes during the year

Midlothian Sure Start (MSS) reached a milestone birthday in February 2021 – turning 20 years old. In that time its operations have grown substantially with a large number of new services having been added over the years with the most recent being the growth in perinatal services and work to support Midlothian Sure Start becoming a trauma informed organisation. To support this a new staffing structure has been implemented which aims to:

- Enable the whole organisation to work to a single vision with a clear alignment between the areas of the strategic plan and operational delivery
- Realign posts better regarding team strength
- Provide opportunities for staff progression pathways.
- Create additional capacity for the growing and increasing complexity of the referrals we are receiving

Regulatory Matters

The Care Inspectorate amended our registration across the center's to enable Midlothian Sure Start to provide a care service primarily to pre-school children but with flexibility in Mayfield and Penicuik to work with children up to the end of primary school:

Gorebridge Family Learning Centre: To a maximum of 17 children not yet attending primary school at any one time.

Mayfield Family Learning Centre: To a maximum of 40 children up to end of primary school age at any one time.

Mount Esk Family Learning Centre: To a maximum of 16 children up to end of primary school age at any one time

Paradykes Family Learning Centre: To a maximum of 30 children not yet attending primary school at any one time.

Penicuik Family Learning Centre: To a maximum of 40 children up to end of primary school age at any one time.

Woodburn Family Learning Centre: To a maximum of 18 children not yet attending primary school at any one time.

Duty of Candour Statement

Midlothian Sure Start published our duty of candour report for the period 1st April 2020 to the 31 March 2021 (available on website)

How many incidents happened to which the duty of candour applies? In the last year, there has been no incidents to which the duty of candour applied.



Vision,

For all Midlothian’s children to build the foundations for a happy childhood that serves them a lifetime.

Mission

To help each child achieve their full potential by having valued , confident and collaborative staff who will work with each other and other agencies to provide best quality services to children and their families within the communities of Midlothian.



Strategic Plan



Highlights of 2020/2021

- **Midlothian Sure Start supported 332 children, 84 male carers and 320 female carers over the last year.**
- **186 children (95 attended a hub space) received support during the lockdown period (April to August) as did 65 Male carers and 171 female carers**
- **106 Adults received a therapeutic service**
- **297 families engaged in family learning activities**
- **105 families referred to our partnership project– AIM HI. 54 families had a combined benefit of £77 689 and 1.61kg carbon savings.**
- **£21639 in vouchers, food and activity bags distributed to families thanks to Forth One Cash for kids and STV.**
- **£462 525 additional funding brought into Midlothian.**

Children and families supported during lockdown:

The year started with the first lockdown. Realising that a lockdown was imminent in mid March, staff prepared activity bags for all families and distributed them prior to the first lockdown, Contact was immediately established with all families to ascertain the support required. Midlothian Sure Start also reached out to strategic partners both to offer support and to advocate for the earliest possible re-opening of our center's as hubs and the opportunity for those most in need of space to receive vital hub spaces.

Midlothian Sure Start joined the newly established People and Partnerships Gatekeeping meeting,, a multiagency forum, to discuss and agree support for vulnerable children and young people and 2 weeks after closing for lockdown Midlothian Sure Start started to offer a blended model of support to families with outreach, virtual family learning programmes and hub spaces in either Penicuik, Paradykes, Mayfield and more latterly in Bonnyrigg. 65 male carers/Dads-2-Be, 171 female carers were also supported at this time.





Mayfield Family Learning Centre
340 like this · Nonprofit Organization

May 19 · 🌐 · Midlothian Sure Start are holding a sing along on zoom tomorrow at 11 am. This will be a nice way for children to see other children and sing some of their favourite songs. let me know your email address if you want to join in and I will send you the link! beautiful singing voices are not necessary!look forward to seeing some faces there..

3

4 Comments

This model continued until the re-opening of schools at which time, Midlothian Sure Start resumed the offer of 1140 hours of early learning and childcare to funded children and the provision of early learning and childcare and family support to parents referred for additional support which continued through the further lock down in January 2021. Family learning activities and therapeutic services continued online.

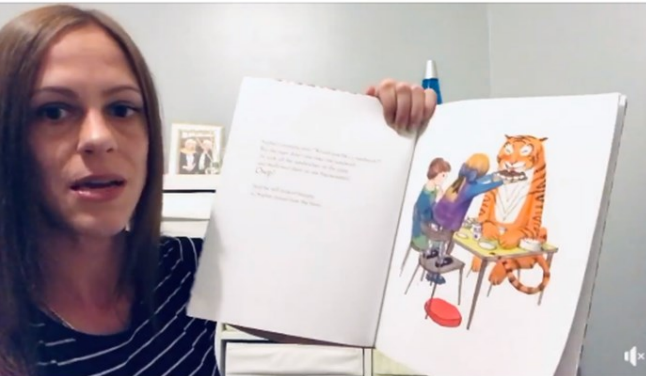
Data at a glance

	Mount Esk	Penicuik	Woodburn	Mayfield	Paradykes	Gorebridge	Community	Total
Children supported during lock-down	11	18	23	21	22	0	91	186
Children supported in total over the year	50	53	62	66	68	33	0	332
Families receiving lunch/activity pack/ easter egg/vouchers etc.	22	32	24	31	31	12	9	161
Male carers supported over the year	0	1	4	3	3	0	73	84
Female carers supported over the year	44	43	47	57	57	33	39	320
Children attending from SIMD1, 2 or 3 area. *families rather than children.	28%	21%	44%	50%	23%	67%	35%*	52%
Families engaging in a “Family Learning” activity	22	40	35	25	22	30	123	297



Midlothian Sure Start
July 22 · 🌐

who came to



Penicuik Family Learning Centre
July 22 · 🌐



Midlothian Sure Start is 🥰 feeling motivated.
December 21, 2020 · 🌐

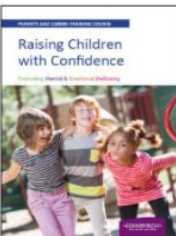
A huge congratulation to Kirsty Gardner, Maggie Munro and @Carol Ferguson among others who completed the national 4 child development module with Midlothian Sure Start and Communities and Life Long Learning.





Midlothian Sure Start
October 26, 2020 · 🌐

There is still time to join us for this fabulous course which is being delivered Online from tomorrow. Please email admin@midlothiansurestart.org.uk to get your Zoom codes. We hope you will enjoy and learn a lot about your Children, thanks 🥰🥰🥰



Raising Children with Confidence

27th October 2020 for 6 weeks
Online via Zoom
Midlothian Sure Start

This free course aims to give all parents and carers the latest findings from evidence and research to explain what influences the development of positive mental health and emotional wellbeing, and why what you do makes such a difference.

TRAUMA INFORMED

We have been raising awareness of the impact of childhood adversity by:

Supporting the roll out of Level 1 trauma training

The Perinatal and Therapeutic Services Manager undertook training and worked with the Midlothian pilot project team to safely deliver online training to the Senior Management and Senior Practitioners of Midlothian Sure Start and then delivered to the first and second cohort of the pilot project in October. They also supported Educational Psychology with trauma training in schools.

Offering Therapeutic Services to carers:

106 adults were offered a therapeutic service through our Counsellors and Art Therapists. We were fortunate to receive funding through Inspiring Scotland to extend our normal counselling service to more families in order to respond more quickly to the demand created by COVID. In addition to 1:1 therapeutic services, therapeutic groups such as mindfulness and yoga groups, wellbeing support groups and podcasts around mental health were offered.



Offering therapeutic Services to children

Our story tellers work was coming to the end of an academic year of story telling at Woodburn Primary School delivering live storytelling to each class when Covid locked the school down. These sessions had been very well received by both pupils and staff. Many children and families continued to follow him during lockdown, where he continued to offer storytelling sessions along with his "riddle a day" via his Youtube channel and this was also offered to other primary schools in the cluster. At the start of the new academic year he moved to Lawfield Primary School and has co-developed ways of working that are blended and have included sessions in the playground when possible.

"Thanks for your very special Rowan story and video, I wept. Finding the wee Rowan enough light to make its way can be hard but it was a helpful reminder that it/we/he also has a proper place in the world just as it is. Thank you"

Parent: October 2020



Story telling Stats on virtual media from Sept-Dec 2020

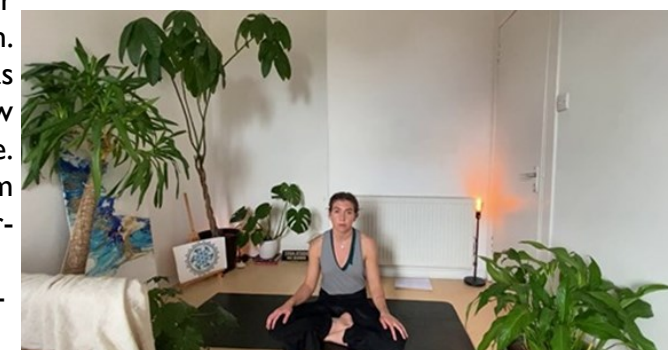
2192 new views on YouTube
111 likes on YouTube

"The children adored Tim (and all of his story telling friends) and they were always so engaged and listened to every word so eagerly that came out of Tim's mouth. It is just so fantastic to see how interested and motivated they had become to the art of storytelling especially with their determination to share and create their own stories to their class teacher (me) and to Tim himself. I couldn't recommend him enough."

Primary School teacher

Our Art therapist and yoga specialist started work Danderhall Primary School, running a small Yoga and Art Therapy group and providing 1:1 Art Therapy for a number of children. Yoga was used as a means to aid self-regulation. This work was interrupted by Covid but the therapist was able to continue, throughout lockdown to work with a few children through our Covid response 'Letterbox' service. Unfortunately Rose has moved down south and the team has welcomed Katie who will be continuing to offer art therapy to primary school children.

Anna was working in Newtongrange Primary School delivering Mindfulness sessions and 1:1 Art Therapy for a number



"During the last lockdown classes in Newtongrange Primary School used these (mindfulness journals) to support learners during this difficult time. I was also able to draw to the attention of specific parents the use of the journals (parents who had contacted me to discuss concerns about their children's wellbeing as a result of lockdown). Feedback I received was very positive, particularly from the parents I spoke with on a 1 to 1 basis. Parents felt that it supported their children to focus on the present in a better way, helped them to feel relaxed and less worried and it also supported bonding between those parents and children who decided to do the activities together."

On reflection, I can see that the journals would have been a supportive backup for those in classes that had been supported by Anna during her session in school."

Depute Head Teacher, Newtongrange Primary School.

of children. When Covid lockdown struck, Anna was able to provide our Covid response 'Letterbox' service, maintaining the therapeutic relationship developed earlier in face-to-face sessions by sending art materials to the family and keeping weekly contact through letters, art works, texts and phone calls. Anna has continued to work with a number of children/families either 1:1 or in a dyad with parent/carer and has now been able to recommence offering Mindfulness as part of a test at a new primary school in Penicuik.

Supporting a "Building Resilience" Programme at local primary schools

Staff screened the resilience film at 2 schools, one of which was a new school to our trauma informed work- Bonnyrigg Primary school. It was also shown to After Schools Club (ASC) staff. 4 sessions were run with an average of 15 participants each session.

3 primary schools: Lawfield, Gore Glen and Cornbank were provided with the "Building Resilience" Programme resource and Newtongrange attended a session on the 6/11/20 to connect in. They are currently rolling out Year 2.



Family Learning

We value parents as the greatest educators of their child. We support them through:

Families have been offered a virtual timetable of family learning activities on offer through our main Midlothian Sure Start facebook account, Family Learning Centre facebook pages, through zoom or on a 1-1 basis with families either through phone calls, whatsapp messages, doorstep visits, walks together or visits to the park/centre gardens (where possible). From the start of lockdown, a weekly timetable was published to provide families a range of ways in which they could engage. Some groups were open and some e.g. parenting courses and support groups were closed.

PEEP AND BOOKBUG

Through necessity, PEEP has been delivered online this year. 75 families engaged with PEEP over the course of the year. 45 families engaged in bookbug. 39 families were encouraged to engage with the big bedtime read.

Parents involved in their children’s Learning (PICL)

Training has been rolling out to all staff across Midlothian Sure Start over the past few years. The Midlothian Sure Start Family Learning Manager is trained as a train the trainer and has supported a staff member from Midlothian Council to roll out training and provide support to multi-agency staff. Work has been ongoing with Stirling University, Midlothian Council and Pen Green Centre to undertake an evaluation of the impact of PICL in the next financial year. Staff used PICL to support family learning with 86 families but used schema’s in discussion and reviews with all families and provided a lot of information and training on the concept of schema’s to parents during the past year.

The HENRY Approach

Staff have had the opportunity to access multi-agency training in the HENRY approach. This is a cross Lothian initiative. Funding from the Co-op has allowed Midlothian Sure Start to provide healthy eating courses for families while at the same time supporting them to address the barriers that may have prevented uptake. The HENRY resources have been purchased and food packs and a “starter kit” will be available for the first 6 cohorts of families (36 families) supported over the next few months.

A GOOD START

As with the other courses, A Good Start had to be adapted to online delivery. 68 parents attended A Good Start over the course of the year and 12 parents were supported to attend a “parent and baby” group. The team tested the use of a “enjoy your baby” as a follow on and provided 1-1 support and signposting to parents. Staff received PIOS (parent– infant interaction observations scale) training to support this work. Dads to be courses and support was also offered.

SPEECH AND LANGUAGE

We continued our partnership working relationship with NHS Lothian Speech and Language. A further cohort of staff benefitted from ELKLAN Training and supported 39 children to make improvements in their language. We explored how we could be involved in the pilot of UP, UP and Away. Penicuik and Mayfield Family Learning Centres will be piloting the approach in the next financial year.

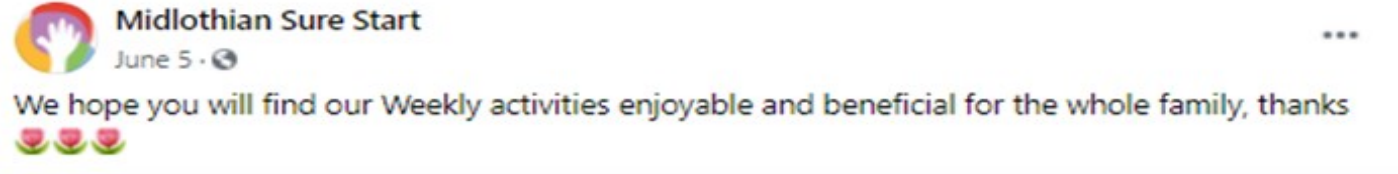


The reach /engagement with our virtual learning programme was amazing and much broader than the families who were registered with our services. We even had interest from abroad.

Midlothian Sure Start Facebook Insights

April- September 2020

Total Page Likes	March 2020	1966
	August 2020	2030
		20.3%
Total Page Followers	March 2020	1990
	August 2020	2028
		20.28%
Total Number of people reached		16,000
Total Posts March- August 2020		221
Maximum Post engagements		1,170
Average post engagements		610
All posts were organic (no paid adverts)		



Midlothian Sure Start – Weekly Activities Timetable					
W/C 8th June 2020					
	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Phone calls to families from child's key worker PFLC- Relaxation with Helga WFLC Facebook Play post	GFLC Facebook: Play dough making with Katie from Gorebridge Family Learning Centre MEFLC Facebook: AGS – Led by Sandra MFLC Facebook: Music/reading session with Caroline PFLC Facebook- Story Time with Helen	Penicuik FLC Facebook: Play activity session 10.00am to 11.00am MEFLC Facebook: Come Bake with Me –by Sarah at 10am MFLC Facebook: Messy Play Video PFLC Facebook- Story time with Helga WFLC Facebook Play post	MFLC Facebook Live: Music/Story rhyme FB GFLC Facebook: Sensory bottle making with Erin PFLC Facebook- Sensory & Messy play session with Helen WFLC Facebook Playpost 11:00am WFLC Zoom Coffee and Chat	MFLC Facebook: Outdoor Fridays – Abigail from Mayfield Family Learning Centre WFLC FB Playpost PFLC Facebook- Story Time with Helen MEFLC- Story Time Facebook live @10am Child development and Early Childhood podcast by Meghan Dougherty and Graeme Pritchard
PM	1-1:30pm 'Enjoy Your Baby' up to 1 year old Get Zoom Meeting Code and password by emailing admin@midlothiansurestart.org.uk MFLC Facebook Music/Story rhyme FB WFLC FB Play post 1:00pm WFLC Zoom Coffee and Chat	MFLC Facebook Live: Peep video with Abigail-Mayfield Family Learning Centre. WFLC Facebook: 2:30pm Weekly catch up time with Joanna PFLC Facebook: Story time with Helen	1:30pm WFLC Team- stories or talk time GFLC Facebook: Story time with Nicole PFLC Facebook- Let's get moving with Helga MFLC- Numeracy chat/ Activity	MFLC Facebook: Open Kindergarten with Nicola WFLC Facebook: Schema Chat with Meghan & Amy from at 1.00pm	MFLC Facebook Live: Weekly Sign a long – Nicola from Mayfield Family Learning Centre WFLC Facebook Play post

This is an example of a weekly programme of activity offered throughout lockdown on facebook

Secure Attachment Relationships: We help to support positive attachments by:

We have trained staff in becoming trauma informed, in Infant Mental Health training and Parent –Infant Interaction Observation Scales (PIIOS). We have tested out the use of Enjoy your baby to support positive attachment. We were fortunate to receive both Scottish Government and the Charles Gordon Foundation funding to develop our work. This has meant that we have been able to offer reflective practice to senior managers, senior practitioners and development workers. In addition we have been able to expand our work to East Lothian.

Child Poverty We help to address child poverty by:

We have worked with the Citizen's Advice Bureau to deliver the AIM HI project over the past 3 years. This has become a vital service to the families we work with. **105** Midlothian Sure Start families were referred for support from the project These families along with a further 35 families referred resulted in 54 families being **£77,689** better off. 82 clients were re-referred for emergency financial support totaling **£10,353.579**. 579 advice contact sessions were provided regarding 1402 issues. 63% related to benefits but 16% of enquires related to housing issues. Advice in the year lead to savings of **£10,542** from energy advice, Fuel billing savings, Fuel bank vouchers and applications to the Home Heating Fund with Carbon savings amounting to 1,161kg. Clients have received financial support to move property, to purchase essential items and supported to obtain repairs or move to more suitable accommodation. All of this support has made a huge difference particularly as families faced the challenges of the pandemic.

**105 families offered financial support
Families £99 328 better off**

"AIM HI has worked with Sure Start to get clients who may not have an SS link to get then into their system so that parent/child can benefit from additional support – one family were struggling financially and SS run a weekly cookery course so we got her linked in so she has one day where she doesn't need to worry about food as all the ingredients are sent in advance so they can join in. I have an extremely positive link with Joanna McCalman of Sure Start – she is my go-to person for SS and is a champion of AIM HI."

Viv Thomson, CABx

Resilience We have developed organizational and community resilience through: Family Friends

Midlothian piloted a short 6 month project in co-production with families to test the concept of training families with "lived experience" of services at Midlothian to support other families. This was based upon feedback from families that they would like to "give back". 6 buddies were identified and completed trauma training through Health in Mind and suicide prevention training through HomeLink Family Support. A further 3 buddies expressed an interest in training and engaging in the project. Volunteers were provided 1:1 and Group Supervision session with a therapist. buddies will have developed skills and confidence to support peers. 5 of the 6 buddies that engaged in the pilot noted that they have developed skills and confidence to support peers: Three "buddies" commented on this: **"It has helped massively with my confidence and I look forward to progressing with this and seeing what the future holds for the project."**, **"It's giving me more confidence to approach him and not be afraid like I was walking on eggshells around him."** And **"With the training I now have I felt more confident to deal with the situations, know what to say to them and offer the correct advice."** Midlothian Sure Start would like to seek funding to undertake a larger trial.

In addition to this new pilot, we have offered a range of training to staff and diversified our income to support the services required by our families. We are very excited to be recognized by the World Association of Infant Mental Health who have accepted our work to feature as a poster presentation at congress in Brisbane in June 2021.

What's coming in 2021/2022

Therapeutic Nursery/ Nurturing approach

We would like to test the concept of a therapeutic nursery at our Penicuik Family Learning centre. We will work with families and other stakeholders to determine what is needed in the community. In line with our underpinning theoretical models of focusing on attachment and developing positive relationships through a strength based perspective, we will focus on our nurturing approach as we work to welcome parents back into the center's in a safe and Covid-19 informed manner.

PAX Good Behaviour Game

Midlothian Sure Start have received Health Improvement Funding (HIF) to pilot the PAX good behavior game in 8 schools in Midlothian. We will be working with Queens University Belfast to undertake a RCT (randomized controlled trial) study of the impact of the project on children's behavior and self regulation. Midlothian Sure Start and Midlothian are incredibly lucky to be able to pilot this as a similar pilot with 8 schools in a country in South America is costing £300k to implement. We are in the process of recruiting primary schools to participate in the pilot.

Staff Training

We will continue to offer a range of training to staff. We will continue to roll out A Good Start, PICL, ELKLAN, UP UP and Away and HENRY training to all centre staff to ensure that we can continue to deliver our extensive family learning programme. We will also continue to roll out trauma informed training and infant mental health training.

Family Learning Services

We will be piloting the UP, UP and away programme and rolling out the HENRY courses across Midlothian Sure Start. We will be delivering A Good Start across Mid and East Lothian. We will be working with Stirling University, Pengreen and Midlothian Council to evaluate the impact of the PICL approach in Midlothian.

United Convention of the Rights of the Child (UNCRC)

In line with national developments in relation to the incorporation of the UNCRC rights of the child into Scots Law (legal challenges notwithstanding) we will work with all stakeholders, in particular, with our youngest children to ensure that in all respects we are BUILDING BEST BEGINNINGS at Midlothian Sure Start.



Income and Expenditure for the Year Ending 31st March 2021

MIDLOTHIAN SURE START
(a company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income & Expenditure Account)

Year ended 31 March 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
	Notes						
Income from:							
Donations		7,414	-	7,414	2,093	632	2,725
Charitable activities	3	820,857	888,758	1,689,613	703,688	722,429	1,426,117
Other trading activities	4	1,964	-	1,964	1,033	4,288	5,321
Investments							
- bank interest	5	1,082	-	1,082	528		528
Other income		38,850	17,405	54,255	3,304	37,314	40,618
Total income		868,167	886,161	1,754,328	710,644	764,663	1,475,307
Expenditure on:							
Charitable activities	6	393,297	1,285,389	1,678,686	455,830	1,099,081	1,554,891
Fundraising		573	-	573	94	2,408	2,502
Total Expenditure		393,870	1,285,389	1,679,259	455,924	1,101,489	1,557,393
Net income / (expenditure)		474,297	(399,228)	75,069	254,720	(336,806)	(82,086)
Transfers:							
Gross transfers between funds	11	(426,952)	426,952	-	(146,059)	146,059	-
Net movement in funds		47,345	27,724	75,069	108,661	(190,747)	(82,086)
Reconciliation of Funds:							
Total funds brought forward	11	675,940	282,669	958,609	567,279	473,416	1,040,695
Total funds carried forward	11	723,285	310,393	1,033,678	675,940	282,669	958,609

The Statement of Financial Activities includes all gains and losses arising in the year.

All activities are classed as continuing.

The full financial statements of Midlothian Sure Start are available on Midlothian Sure Start's website or are available on request from admin@midlothiansurestart.org.uk

Thanks to our supporters:

Midlothian Sure Start would like to express a grateful thank the following supporters and funders for their support in 2020/2021. Your support has helped us build "best beginnings" for children in Midlothian.

Funders	Supporters
Midlothian Council	Saltire Soccer Centre
NHS Lothian	Penicuik Community Council
Perinatal and Infant Mental Health Third Sector Funding	Sainsbury's Woodburn
Scottish Government/Hunter Foundation	Woodburn FLC Parents walk
The Corra Foundation	Parent Donations
Tyne and Esk Leader	Mount Esk FLC facebook fundraiser
STV children's Appeal	Amazon smile
Forth I	Paradykes FLC facebook fundraiser
Co-op Local Community Grants	Cash Can- Miller News Agent
Cameron Toll Community Fund	Cash Can- Royal Pub & Tru'loaf
Inspiring Scotland	Cash Can- Sainsbury Woodburn
Prism Trust/Charles Gordon Foundation	Cash Can- AG East Lothian
Robertson Foundation	Cash Can- Apache Services
Edinburgh University Grant	Cash Can- Urban Beauty
Midlothian Early Action Project/Big Lottery	Fundraising Sub-committee
Community Mental Health Framework funding	ASDA GDMS Toy Appeal
Tesco Community Grant	The Chocolatarium, Edinburgh
Card Factory Community Grant	Morrisons, Dalkeith
Connecting Scotland	JC's Café Mayfield
Children in Scotland	The Blossom Forge
Charities Trust	Crafty Creations
Groundwork UK	Tesco's, Dalkeith
Foundation Scotland	ASDA Feeding Communities Grant
Volunteer Midlothian	Easy fundraising
	Ragbag
	Steven Middlemass
	Penicuik CABx
	Gorebridge Community Development Trust

£21639 in vouchers, food and activity bags distributed to families thanks to Forth One Cash for kids and STV.

New team:

Senior Management

Chief Executive– Cheryl Brown

Early Years Manager and Manager of Penicuik and Gorebridge Family Learning Centres– Kate Downey

Family Learning Manager and Manager of Woodburn and Mayfield Family Learning Centres– Ashley Galloway

Positive Destinations Manager and Manager of Paradykes and Mount Esk Family Learning Centre– Susan Affleck

Perinatal Manager– Jackie Davidson

Business Support Manager– Claire Young

Therapeutic Services Manager– Arab Chaudhry

Woodburn Family Learning Centre

Senior Practitioner– Meghan Knox

Room Leader– Gemma Lamb

Early Years Practitioners /Early Years Support workers– Chloe Gray, Siobhan Fryatt, Fiona

Laidlaw, Louise Andrews, Chloe Begg, Leah Campbell

Mayfield Family Learning Centre

Senior Practitioner– Nicola Glodek

Room Leader– Emma Ferguson

Early Years Practitioners /Early Years Support workers– Caroline Peacock, Amy Coutts, Rebecca Rees, Patricia Simpson, Abigail King, Felicity Liddle, Sophie Ramsay, Ashleigh Wallace, Katie Beaton

Penicuik Family Learning Centre

Senior Practitioner– Elaine Barclay

Room Leader– Sarah Tain Simpson

Early Years Practitioners /Early Years Support workers– Elaine Jacobs, Emma Affleck, Maria Quinn, Chloe Greig, Lewis Booth, Victoria Deans

Paradykes Family Learning Centre

Senior Practitioner– Gemma Laidlaw

Room Leader– Lauren Nelson

Early Years Practitioners /Early Years Support workers– Helga Schram, Geraldine Sanders, Kate Porteus, Katy Stoddart, Samantha Johnson, Dale Gatti

Mount Esk Family Learning Centre

Senior Practitioner– Melissa Stewart

Room Leader– Sarah Simpson

Early Years Practitioners /Early Years Support workers– Alex Boak, Brooke Munro, Ellie Richardson

Gorebridge Family Learning Centre

Senior Practitioner– Hazel Flanagan

Room Leader– Amanda McCulloch

Early Years Practitioners /Early Years Support workers—Amy Watson, Lydia Blewitt, Kate Macauley, Sandra Duncan, Adam Taylor

Therapeutic Services

Arab Chaudhry– Art Therapist and trainee EMDR

Anna Shepherd– Art Therapy and Mindfulness

Kerry Kirkwood– Counsellor

John Malherbe– Counsellor

Janet Keogh– Counsellor

Helen Marsay– Counsellor

Katie Alexander– Art Therapist

Tim Porteus– Story Teller

Perinatal Team

Ruth Dodds– Development worker

Graham Nicholson Blyth– Development worker

Nicole Osborne– Development worker

Mhairi Fraser – Development worker

Rosie Smith– Development worker

Magdalena Debicka– Krawczyk—Early Years Practitioner

Head Office Support and Supply Staff

Joanna McCalman– Family Support Lead

Sharon Sinclair– Finance Officer

Gabriela Boane- Proboszcz– Monitoring and Evaluation Officer

Karen Herbert– Senior Administrator

Susanne Jenkin– Administrator

Linda Paterson– Administrator

Claire Spence– Administrative Assistant

Conor Edmond – Centre Admin Assistant

Alan Smith – Centre Admin Assistant

Cleaners - Diane Reid, Sarah-Louise Murray

Bank Staff: Dilbier Singh, Karen Maloney, Rosalyn Lumsden, Atia Tahir, Marnie Killin, Asmae Benrami, Paulina Bugdol, Nicola Burgess, Christine McGraith, Jacqueline Patterson, Lara Stannett

Staff Retirement: Catherine Fairley retired in August 2021 after working for Midlothian Sure Start for ... years. Catherine was one of the founders of Midlothian Sure Start. She worked tirelessly to achieve positive outcomes for the children and families she worked with and this was recognized when Catherine one the “Personality of the Year” award

