



Pre-Budget Briefing From



includem

Dear First Minister,

We have prepared this briefing as you look to make decisions on what the Scottish Government will fund in 2025/26.

We see a world where every child and young person is respected, valued, and has the opportunity to actively participate in all aspects of society.

The current funding landscape of the third sector is in direct contradiction to the values and principles of GIRFEC which include choice and control for children and their families and ensuring that children are at the heart of decisions being made about them.

Includem is a specialist Scottish Charity with a 72% success rate of working with children, young people (0-26) and their families to address behaviour that is challenging, and provide practical and emotional support to achieve positive life changes.

Our Promise

We listen



We make a plan

We build trusting relationships

We keep showing up

We help people move forward

What We Do

We're not about prescribed processes or generic programmes. We take a flexible, personalised approach informed by evidence and research. Our support ranges from early intervention and prevention to intensive individual and family support provided by the right people when and where it is needed.

We work with individuals and families referred by social work, education, Police Scotland and others to co-create a package of support based on what they tell us about their circumstances, strengths, needs and goals.

This ensures their voices are heard and the support we provide is designed specifically alongside them.

Amplifying Voices; Influencing Change!

We work to ensure the voices of the children, young people and families we support are heard by decision-makers and that their views lead to meaningful change.

Participation is embedded in everything we do and we have also sought to amplify voices through our research reports, consultations and briefings, all of which can be found on the Publications page of our website. Our dedicated children and young person's magazine URSPACE further embeds this practice.



Key includem Stats

In 2023/24 we:

- Had 4 regional offices and 1 co-located office.
- 16 Teams across Scotland
- 170 members of staff
- Delivered **23 contracts** and have provided support services 17 times through various procurement frameworks.
- Worked in **19 Local Authority** areas.
- Delivered **35,000 hours of face-to-face support**.
- Supported **1,176 children, young people and families** (11% increase from previous year).
- Had contact with children and young people as part of a support package **13,000** times up to 12 contacts per child or young person.
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- Received **1,200 young people and carers calls** into our helpline.
- 91% of these calls were out of hours (outside of 9-5 Monday-Friday and Saturday/Sunday).
- Received 77% of our revenue from Local Authority contracts or grants.
- Received 23% of our revenue from Scottish Government contracts, grants, trusts & foundations.
- **80% of young people and their families** reported **feeling more connected with their community** following includem's support.



Our Work

Early Intervention & Prevention

Early intervention and prevention, as the name suggests, is identifying and assessing needs at the earliest possible juncture and putting in place the support to prevent this escalating into a more significant or enduring need.

Why is this important to Scotland's children, young people and families?

Early intervention & prevention support can help families before they reach crisis point, upholding their right under Article 18 of the UNCRC for appropriate assistance and support.

Crisis can have devastating consequences on children, young people and families. We know that this support is costly at a time of limited resources for both the Scottish Government and local authorities. In our experience, families that have reached crisis point are less likely to engage positively with services and supports.

Why choose includem?

We provide early intervention and prevention support to children and young people in Aberdeen, Dundee, Glasgow and Stirling and through our national includem RESPONSE project.

Our bespoke model of support is tailored to the needs of the children and young people.

We also make use of our A Better Life Toolkit. A Better Life is unique and innovative and designed to help includem staff build positive, trusting, relationships with children, young people, and families. Working collaboratively through the toolkit, provides both practical and emotional support which enables those we work with to set, and reach, their goals. Key to achieving this, is working from the foundation of both individual and family strengths.



What Families Tell Us

"Includem are an invaluable service to me and my family. They have saved the fundamental foundations of my family and supported us to begin building on that. We were in crisis but they have allowed us to have the opportunity to take the positive option now. Without includem, my family would be living apart."

Whole Family & Intensive Family Support

For positive outcomes to be sustainable, a Whole Family Approach is often the best strategy. It is unusual for a child or young person to require support without there being unmet need within the family unit. Whole family and intensive support addresses this by focussing on their strengths, developing relationships and bolstering community links for a sustainable future.

Why is this important to Scotland's children, young people and families?

Scotland has committed, through The Promise that children and young people will grow up safe, loved, respected and able to reach their full potential.

Whole Family support addresses challenges families face in a holistic way, strengthening the family unit which is often the most significant influence on a child or young persons wellbeing and development.

This support has the ability to address generational trauma and supports care-givers to develop their skills depending on the age and stage of their child.

Why choose Includem?

Includem offers both whole family and intensive support which is tailored to the needs of the family and underpinned by The Solihull Approach. The Solihull Approach is an evidence based model that supports mental health and wellbeing in parents and children.

Support to families can include daily visits, calls, community support or less frequent support depending on the family circumstances.

Our support is unique. We don't give up. We stick by families regardless of how long it takes to engage with them or how complex their needs may be.

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What Families Tell Us

“Includem don't just leave when things get tough!”



OUR POLICY & RESEARCH

Conducting high-quality research that listens to the voices of children, young people, and families is a fundamental part of our work.

We do this so that we can transform the lives of those we support by amplifying their voices with key decision-makers and influence policy and practice developments.

This also allows us to plan and deliver better services now, and in the future.

We have established an internal research function which allows us to gather intelligence and data that directly impacts children, young people and the families we support.

Currently we are exploring the gaps within the youth justice system and work needed to meet The Promise.

In early 2025 we will publish and distribute our Family Finances and Support Needs report. This report will spotlight the current needs of those we support against the current economic backdrop and the work needed to improve their lives.

If there's an area you would like to know more about or if you think there's potential for us to work together and support your department, we would welcome the opportunity to explore this with you.



Our Asks to the Scottish Government

As work on the Scottish Government budget for 2025/26 continues, we ask that you as a First Minister and the wider government consider funding and supporting the following:

National Insurance Increase on Public Services

- The UK Government's decision to increase the National Insurance Contributions (NIC) will have a significant impact on the statutory service we provide on behalf of local authorities. For includem alone this will see an additional £0.2m to £0.3m per annum in payroll costs. Money that could be spent supporting the children, young people and families we work with. We support SCVO's call for the Scottish Government to ensure that grants and contracts awarded by the Scottish Government are uplifted to meet the costs associated with the change to NICs and ask that you consider this call.

Education & Skills

- Recognise the impact and value of community supports to improve engagement and attainment in education by fully funding includem's proposed [Education Wellbeing Service](#) which will provide intensive trauma-informed relationship-based support to young people and their families which bridges the gap between school, family, community and additional supports.

Social Justice

- Ensure public sector funding supports and facilitates [longer-term sustainable funding for third sector organisations](#) who are vital in supporting positive outcomes for children, young people and families across Scotland.

Children, Young People & The Promise

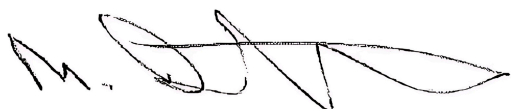
- Fully fund prevention and early intervention services such as our proposed [Flexible and Emergency Response Service](#). This recognises the transformative impact these supports have on the whole family and the wider savings this will have on Scotland's finances.

I would welcome the opportunity to discuss these important proposals with you in more detail and how funding just one of the projects could lead to wider systemic change and transform the lives of children, young people and families in Scotland who could do with includem's support.

To arrange a meeting on a time and date that suits you, please contact my office at martin.dorchester@includem.co.uk.

We look forward to hearing from you and partnering to transform lives.

Best,



Martin Dorchester
Chief Executive
includem



includem 

What People Say:

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“includem gave me opportunities no one else has.”

Young Person

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“Feel the support has made a huge impact on our family dynamics and because of that I have recommended includem to other families...”

Carer

“ ”

“The level of support, communication and information provided by the service is outstanding. It gives you great confidence in partnership working and professional efficacy.”

Partner

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“Everything they have done with me has been done perfectly and the way it should be.”

Young Person

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“includem were non-judgemental and really there for us in some really delicate moments. It truly is for the whole family, the children and parents. The support has been phenomenal.”

Carer

“ ”

“includem have been great to work with and very child focused.”

Partner