

## Adventures Unlimited Scotland CIC

### Mission Statement

Adventures Unlimited Scotland (AUS) is a Community Interest Company (CIC) registered at Companies House, Edinburgh (Company number 413978) and is governed by the Articles of Association lodged at Companies House on 13<sup>th</sup> December 2012.

Definitions: for the purposes of this document, 'disability' means "visual impairment and/or any other disability" (ref: equalities Act 2010). 'Outdoor Activities' means any activity, which the directors choose to provide, so long as they are able to do so safely and competently. Examples include sailing, canoeing and kayaking, mountain biking, climbing and abseiling, skiing etc. 'Able Bodied' may include people with some social or other disadvantage, as well as or in addition to a cognitive disability.

OAS will be managed by a board of between 3 and 7 directors. We will try to maintain an odd number of directors. Directors of the company are members of the company, and members are directors. No other persons are involved in the management of the company, i.e. there is no membership other than the board of directors. The board of directors will include a number of persons with a disability, i.e. members of the user group.

The objects of AUS (from section 5 of the Articles of Association) are:

To carry out activities, which benefit the community, and in particular (without limitation):

1. The organisation of recreational activities, with the object of improving the conditions of life for people whose lives are impacted by disability, disadvantage or illness.
2. The promotion of Equality and Diversity by providing opportunities for able bodied people and people with disabilities to work together as partners in the participation of outdoor activities.

We will do this by:

1. Providing outdoor activities to people with a disability from Scotland and beyond.

And:

2. Providing opportunities for able bodied people to take part in activities as partners with participants who are disabled.

Although the activities will be provided mainly for people living in Scotland, there will be no limitation by way of where a person lives, their age or disability, on their participation in our activities.

AUS will raise funds to enable those people who are disabled to take part in the activities at affordable cost to themselves. This will be done in 3 ways:

- (i) OAS will apply directly to various funding bodies for grants and awards as appropriate to its activities, and to source equipment.
- (ii) OAS will work independently or with other partner organisations to provide opportunities for fund raising activities.
- (iii) OAS will at times provide activities or services to third parties on a commercial basis, as long as the income generated is used to help fund activities for visually impaired

and/or disabled people. Activities with disabled persons must always have priority over such commercial activities.

AUS will conform to all legal requirements. We will maintain employers and public liability insurance for £10m and £5m respectively. As a Community Interest Company, liability to directors/members should the company fold is limited to £1.

AUS will maintain a range of equipment specific to the activities provided, and recruit staff experienced and qualified to work in the outdoors with people who have disabilities.

The equipment required will include double and single kayaks, open canoes, sailing boat(s), tandem and single mountain bikes, climbing and abseiling equipment, a Rigid Inflatable Boat (RIB) and any other equipment the directors determine is necessary. This equipment will belong to AUS and is 'asset locked' to this company. It will be insured and adequately maintained. Some equipment may be loaned or leased from other similar organisations. To assist with the cost of operating this equipment, but only when not required by AUS, any equipment may be loaned to any suitable third party as approved by the directors in return for a donation. The minimum donation required will be set by the directors.

We will hold a licence from the Adventure Activity Licencing Authority (AALA) and maintain membership of other professional bodies as the directors see fit. AUS will undertake comprehensive risk assessments and operating policies for all activities and equipment used. These will follow guidelines from National Governing Bodies (i.e. BCU and RYA) and AALA. There will also be written policies for 'Equality', 'Child Protection' and 'Safety and conduct of staff and volunteers'. No activities will take place outside of these guidelines and policies, and no equipment will be used by persons unless suitably qualified to do so.

All activities will be supervised by appropriately qualified instructors. These may be directors of AUS or freelance instructors. They will be assisted by competent others as required, to ensure a sufficiently high staff/participant ratio. This ratio will depend on the nature of abilities of the participants. Where participants act as partners for people with disabilities due regard will be taken for their capacity to do so safely and competently. All adults involved in working with people under the age of 16 will undergo appropriate checks to comply with child protection requirements. All instructors and staff working on activities may be paid, at a rate decided by the directors. For every activity, the directors will appoint a 'lead professional' who will be suitably qualified to take responsibility for all aspects of the activity.

Directors will not normally be paid for being Directors, but any Director who assumes a specific role within the company may be paid for this service at a rate agreed by the directors, provide that funds allow this. AUS will have a business plan, and aims to operate on a commercial basis and to make a profit, thereby being 'self-financing' as soon as possible. As soon as finances allow AUS will employ young people with disabilities in administrative and assisting posts as required.

Initially AUS will produce a programme of activities scheduled for evenings, weekends and school holidays. As we develop and involve more groups it is hoped we can develop into a full time organisation, and employ more people who will work full time.

All Directors must support the Mission Statement. By agreeing to join the board of Directors an individual will signify acceptance of this by signing the Mission Statement. In the event of a dispute or uncertainty between the directors, we will refer to the Articles of Association and the Mission Statement for guidance. The Directors may make alterations to this Mission Statement at any time provided that a majority of Directors support the change, and that this fits with the aims and objectives of the company.

Signed by the Directors

Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_