



Trustee Recruitment Information 2025

Inspired

Community Enterprise Trust



Background

Inspired Community Enterprise Trust Ltd is a philanthropic organisation operating in a particularly socioeconomically disadvantaged region of Scotland.

Core Values

Our values underpin everything we do within ICET both strategically and in our everyday behaviours. All of our staff, volunteers and partners and everyone who has a role to play in ICET have these values at their core.

- **Everyone is of equal worth**
- **Everyone can contribute to the community**
- **Everyone deserves dignity and respect**

Overview

The Usual Place is a unique Skills Academy, and social enterprise operating through the vehicle of a busy community cafe based in an historic building in the heart of Dumfries, South West Scotland.

The establishment of "The Usual Place" as the trading name of ICET, can be traced back to the early months of 2011.

At that time the Youth Matters Conference (attended by 100 young people from the local community) was

convened to hear the voices of and to address the requirements of young individuals with additional support needs

In response to these identified needs, our organisation was founded in 2015, quickly gaining recognition and accolades for our dedication to empowering young people and adults with additional support needs. We are a values led organisation that has evolved through listening to the young people involved in The Usual Place.

Aims

Our aims are to collaborate with the local community to provide a wide range of beneficial and supportive volunteer and sustainable employment opportunities for young people with additional support needs.

We offer high quality mentorship and real-world training for beneficiaries to who gain SVQ qualifications in one of the following fields: Professional Cookery, Hospitality Services/Front of House, Retail Services, Facilities Services and Hospitality Housekeeping.

We also provide Employer-Ability Mentorship to support both employers and employees in the transition into employment following this training and learning.

Partnerships and Community

We have established a collaborative relationship with Dumfries and Galloway College, who are responsible for conducting the external accreditation of our SVQ candidates.

We also work in partnership with a number of local employers who collaborate on various projects, provide additional work experience for our trainees and many of whom have also successfully employed graduates of The Usual Place.

Upon completion of their qualifications, we work together with our powerful local networks, including with local businesses and Local Council Employability and Skills Team to facilitate employment opportunities for young people.

Attitudinal Change

Attitudinal change often begins with exposure to impactful demonstrations of the very qualities stereotypes tend to ignore.

The Usual Place Cafe serves as an indispensable community resource frequented by a loyal public of more than 3,000 customers per month.

The café enables young people with ASN to learn and practice skills in a real-world environment, both ensuring the application and understanding what is required for customers' safety and enjoyment and naturally showcases to customers the skills and excellent customer service.

Thriving Through Doing

Many of the young people who have thrived through our programmes would previously have been invisible, excluded, at risk of isolation and loneliness and importantly, unable to fulfil their potential as valuable, active citizens contributing positively to their communities

ICET focuses on promoting the innate talents and capabilities of young people, enabling and empowering them to flourish, and challenging the established stereotype of young people with learning disabilities.

Funding

All the profit generated in the Usual Place café and from meeting room hire, external catering and events is used to cover business costs in support of our aims.

ICET relies heavily on external grant-funding and is currently working closely with Scottish Government and statutory agencies on funding and connections with statutory services.

The Board has also recently established a Fundraising Committee and is working on strategy and implementation of Friends Membership and Philanthropic donations opportunities.

Whilst we generate a substantial amount of income through our activities, maintaining financial sustainability and resilience is a key priority for The Board.

Our Ethos

The ethos of ICET has been embedded over the last ten years of learning, exploring and listening to the aspirations of young people.

During this time we have built up programmes, experience, expertise and valuable contacts that ensure excellent outcomes for the young people who train here.

Our values underpin our development and influence everything we do.

The recommendations of the 2022 Youth Matters Conference, where we served as a key partner, revealed that young people with additional support needs expressed the desire for more job opportunities, increased access to life skills programmes, and the implementation of social projects which are key to our current outcomes and targets.



“I’m sorry I can’t be with you this evening, but you have to do what you have to do to pay your mortgage... I wouldn’t have that mortgage if it wasn’t for The Usual Place.”

David (in his Graduation speech – via video link)

There are several key features in how we work:

1. We do not focus on problems and deficiencies, but instead look for the wisdom, creativity and imagination of young people who enable us to make our programmes a success and contribute to the building of a strong community of mutual trust and support.
2. We steer away from being solution focused and listen to the aspirations, hopes and ambition of those who come to us, seeking always with young people, staff and volunteers to develop skills and enable all to reach their best self.
3. By building a community of support, we seek to meet others as people not as problems.
4. We have put in place a strong process of reflective practice, acknowledging that we are a constantly evolving community.
5. We have adopted a robust business model to developing our income generating portfolio, recognising that we must be at all times competitive, strive for the highest standards and compete with the commercial world.
6. Nevertheless, we will not lose sight of the social outcomes to which we are committed.
7. Our work is strengths based, needs-led and evidence based. An important element of our Practice is building up a body of research, validation, case studies and analysis of experience.



Click the image to watch a short film about Lewis

- ♥ Everyone is of equal worth
- ♥ Everyone can contribute to their community
- ♥ Everyone deserves dignity and respect



The Usual Place

Inspired Community Enterprise Trust
(ICET) is a company limited by guarantee.

Company Number: SC412597

Registered Charity in Scotland Number: SC050602.

Registered Office: The Usual Place, Academy Street, Dumfries, DG1 1BZ

