



Uppertunity is a Dundee-based charity dedicated to empowering individuals to lead fuller, more meaningful lives.

We work with people aged 16 and over with additional support needs, learning disabilities, autism, and mental health barriers.

## Our mission

Our mission is to create safe, supportive, and creative spaces that foster growth, equality, and togetherness. We want people to explore their potential, build confidence, and develop life skills that promote independence and connection.


## Why we're needed


People with learning disabilities are one of the most marginalised groups, yet opportunities for growth and development remain limited. This can affect families, increase pressure on services, and create further separation in society. Uppertunity exists to bridge this gap.

## What we do

Through a range of activities, we support: personal development; confidence and resilience; social connection; and transferable life skills.

## Contact us

 **Location:** Ground Floor Left, The Circle at Dudhope Castle, Barrack Road, DD3 6HF

 **Phone:** 07931 560936

 **Email:** [info@uppertunity.co.uk](mailto:info@uppertunity.co.uk)

 **Website:** [uppertunity.org.uk](http://uppertunity.org.uk)

 **Follow us:** Facebook / Instagram / LinkedIn

## Get involved

Join us in creating a more inclusive community! Visit our website or reach out to learn how you can support, or participate in our programs.



# OVERVIEW OF OUR SERVICES

Interested in joining or learning more? Contact us today!

## Weekly Warriors

Over 20 weekly therapeutic, active and creative based workshops for adults with additional support needs.



## UppSkills

Weekly cooking and baking groups, as well as weekly life skills groups for adults with additional support needs.



## Social Butterflies

Weekly social activities, from group outings to community events, including our inclusive Bowling Stones League.



## Big Best Life

Personal development opportunities including mentoring, therapy & skill programmes. As well as creating a wellbeing book.



## Catering (Serendipities)

Climate conscious catering for everyone and all occasions, also offering inclusive skill opportunities.



## Mini Take Away Café

Café based in Dudhope Castle for members and other tenants, also offering a daily lunch club.



## Volunteering

Meaningful volunteering opportunities for all: supporting groups, cooking, gardening, events and more.



## Growing Places

Garden project at Dudhope Castle, involving a history trail, biodiversity and growing. Open to all to get involved in.



## Swap Shop & Food Cupboard

We have shelves where everyone is welcome to take or swap items, and we also sell reduced food items.



## Destination Dundee

Action based investigating on what helps and hinders inclusivity, and creating solutions to take action.



Empowering Growth, Building Connections, Inspiring Change.

# OUR MISSION

## WHAT WE AIM TO DO

### **Foster Empowerment and Belonging**

Support individuals with additional support needs and those who feel marginalised to feel empowered, valued, and connected to their community.



### **Promote Growth and Resilience**

Encourage individuals to develop thriving mindsets, transferable life skills, confidence, and resilience through curiosity, playfulness, and exploration.

### **Challenge Perceptions**

Shift negative perceptions of self and others, fostering open-mindedness and breaking down barriers of misunderstanding.

### **Build Sustainable Communities**

Create social, economic, and environmental sustainability by engaging communities in partnership, education, and practical action.



### **Encourage Connection and Collaboration**

Develop meaningful partnerships and connections to overcome isolation, learn from one another, and cultivate togetherness.

# OUR VALUES

## HOW WE WORK

### **Creativity**

Creativity engages the mind, enables broader thinking, and connects us to hidden parts of ourselves. We explore creativity through art, cooking, gardening, and playful activities that inspire new ideas and problem-solving.

### **Empowerment**

We work with individuals, not for them. By fostering mutual respect and encouraging ownership, we help individuals build confidence and lead fulfilling lives.

### **Mindset**

We advocate for progress, not perfection. It's about the journey. Through exploration, learning, and curiosity, we help individuals develop resilience and shift their focus to possibilities, not limitations.

### **Togetherness**

True change happens collectively. We inspire community action, partnership, and collaboration to build stronger, more inclusive connections.

### **Sustainability**

We aim to create a sustainable future through social, economic, and environmental practices, including creative waste reduction, awareness raising, and partnership working.



# THE CULTURE OF UPPERTUNITY

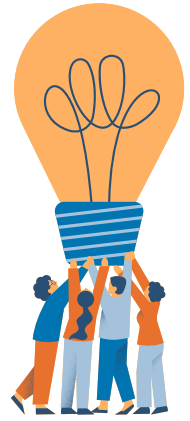
## HOW WE WORK WITH EACH OTHER

At Uppertunity, we strive to create a positive, inclusive, and empowering environment for all staff, clients, volunteers, board members, support staff, and visitors. Our culture is shaped by the following principles:

<b>Appreciation and celebration</b>	<p>Value everyone's contributions equally.</p> <p>Acknowledge achievements and celebrate successes, big or small.</p> <p>Verbally recognise and celebrate each person's efforts, regularly.</p>
<b>Non-judgemental support</b>	<p>Assume the best in each other and create a safe space to ask for help.</p> <p>Avoid judgment and negativity; instead, foster kindness and encouragement.</p> <p>See the best in everyone, respecting their journey and abilities.</p>
<b>Respect and fairness</b>	<p>Respect and value diverse backgrounds, abilities, and identities.</p> <p>Treat everyone with fairness. No favouritism, only equity.</p>
<b>Playfulness and creativity</b>	<p>Encourage humour, curiosity, and experimentation.</p> <p>Provide opportunities for creative expression and new ideas.</p> <p>Foster a safe space where individuals can showcase their talents.</p>
<b>Growth mindset and learning</b>	<p>Embrace progress over perfection.</p> <p>Use mistakes as opportunities to learn and grow.</p> <p>Support safe risk-taking and encourage stepping outside comfort zones.</p>

# THE CULTURE OF UPPERTUNITY

## HOW WE WORK WITH EACH OTHER



### Communication and honesty

Communicate openly. Share knowledge, ask for help, and clarify expectations.  
Check in regularly and give constructive feedback.  
Listen actively and with empathy, asking follow-up questions to show care.

### Collaboration and teamwork

Promote teamwork and inclusivity over competition.  
Share ideas, support each other, and work together to achieve common goals.  
Build a calm and fun environment where everyone feels they belong.

### Accountability and trust

Take ownership of actions and be honest about successes and mistakes.  
Assume good intentions and practice authenticity in every interaction.  
Follow through on commitments and encourage continuous learning.

### Empowerment





Guide and support rather than doing things for others.  
Believe in everyone's potential and create opportunities for independence.

### Adaptability

Be open to new ideas and willing to adjust for the benefit of everyone.  
Check in regularly to ensure processes are working effectively.

# WHAT WE EXPECT FROM YOU

At Uppertunity, we want to create a safe and happy place where everyone can grow, learn, and have fun. To help us do this, here are a few things we ask from you.

	<p><b>Come to your groups regularly</b></p>	<p>Uppertunity is not a drop-in service. We ask you to come to your chosen activities every week.</p> <p><b>Why it helps:</b> Coming regularly helps you get into a routine, which can make you feel calm and happy. It helps you build good habits and make friends. It also means we can make space for new people on our waiting list.</p>
	<p><b>Be on time</b></p>	<p>Please arrive when the group starts.</p> <p><b>Why it helps:</b> Arriving on time helps you feel ready and enjoy the session. It also helps everyone else in the group, so no one has to wait to start.</p>
	<p><b>Join in with the group activity</b></p>	<p>Everyone in the group will do the same activity, planned from your ideas. Activities might last a couple of weeks.</p> <p><b>Why it helps:</b> Doing the same activity helps us work together and make connections with each other.</p>
	<p><b>Take your time with activities</b></p>	<p>There is no rush to finish creative projects, and they don't need to be perfect.</p> <p><b>Why it helps:</b> Taking your time and having fun can help you feel calm and enjoy the moment. Note for Support Staff: Staff are here to help you, not do the activity for you. Staff are welcome to join in the creativity and use our adult colouring books.</p>

# WHAT WE EXPECT FROM YOU

	<p><b>Talk to others and make friends</b></p>	<p>Our groups are small, so you can get to know each other better.</p> <p><b>Why it helps:</b> Talking and making friends helps you feel happy and part of the group. If you're shy, we have conversation starters to help, or a staff member can join in.</p>
	<p><b>Pay for the month at the start</b></p>	<p>Please pay at the start of each month for the sessions you'll attend that month.</p> <p><b>Why it helps:</b> Paying in advance makes sure your space is saved, and it helps us plan better.</p>
	<p><b>Be kind to others</b></p>	<p>Treat everyone with kindness and respect. This includes other members, staff, and volunteers.</p> <p><b>Why it helps:</b> Kindness makes everyone feel safe and welcome.</p>
	<p><b>Ask for help when you need it</b></p>	<p>If something is worrying you, let a staff member know.</p> <p><b>Why it helps:</b> We're here to help you feel better and make things easier.</p>
	<p><b>Bring a smile and a positive attitude</b></p>	<p>Try new things and have fun.</p> <p><b>Why it helps:</b> A good attitude makes activities more fun for everyone.</p>
	<p><b>Try your best to learn and grow</b></p>	<p>Be open to learning and trying new things, even if they feel a little hard at first.</p> <p><b>Why it helps:</b> Learning new things helps you grow and feel more confident.</p>

# OUR IMPACT SINCE 2015

We work with over 85 individuals on a weekly basis. We started with just 2 back in 2015! We work with additional clients who attend our events, but not weekly services. We have worked with over 200 clients over the 9 years, with many having attended since 2015. Some have used our service as a stepping stone to further destinations, some have moved away, and some attend monthly.



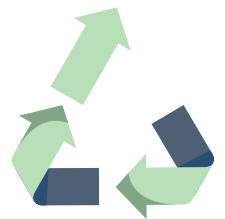
Since starting, we've supported 54 paid job opportunities. 70% of current paid staff at Uppertunity have barriers to employment. Many started as volunteers and are now acting as role models.

We've supported 50 placements, through universities, schools, colleges and career mentoring programmes.



We have received over 21,000 volunteer hours from volunteer members, volunteer facilitators and community volunteers for events. This equates to over £252,000 if paid the living wage, or 11.5 full time staff members.

We help fight climate change by using items that would otherwise be thrown away such as fabric, old duvets, furniture, clothes, paint and much more. We also take food that would otherwise be discarded and turn it into meals. Since September 2019, we have prevented 26,000kg of food going to waste (approx 80,000kg of CO2, equivalent to the emissions from manufacturing 5 new family cars.)



Our clients report an increase in their confidence, independence, social circle and skill level. Clients have reported that they now attend other services in their community after starting with Uppertunity.

We ran a successful café, Serendipities, for 4 years, where we supported over 50 volunteers, created 25 paid jobs, and offered a safe space for the community. We also ran an upcycle shop for a year and half, ReBoutique, supporting over 30 volunteers, created 8 jobs, supported local creatives, and met so many wonderful people. We made the difficult decision to close both outlets in August 2023.



# HOW YOU CAN SUPPORT US

## TIME...VOLUNTEERING

We are looking for volunteers, aged 16+, to help run our weekly activities and events. These activities all help build confidence and skills, and offer safe socialising opportunities for our clients. Share skills & ideas, get experimental, socialise, learn new things, and help us continue what we do!

**We are looking for:** Volunteer arts & crafts group facilitators; Volunteer cooking & baking facilitators; Volunteer gardeners; Volunteer upcyclers; and Volunteer event planners.

**We are also looking for volunteer board members to join our board!**  
We would love to welcome a family carer of one of our members. If you are interested, please contact Danielle.



## RESOURCES...DONATE MATERIALS

We would appreciate various materials to use in our projects.

**Art supplies** - paint, paper, beads, glue etc.

**Garden materials** - Large wooden barrels or round planters, spades, pallets, mosaic tiles, large slabs (Concrete or wooden), gravel path grid support, river rocks, sheet metal, outdoor paint, hardy outdoor plants, and bodies (To help put it all together!)



## MONEY...DONATE TO HELP FUND OUR GROUPS

Uppertunity aims to fight isolation and provide meaningful social activities for adults with additional support needs. We are seeking funds to help cover costs to run these events for 2025.  
Get involved!

We are seeking funding to support the running of our Social Butterflies programme. Donations help to reduce ticket costs for our members, as well as cover our staff time to run the activities.  
We don't ask members for money to cover staff time.

**You can donate on our Go Fund Me page:**  
<https://gofund.me/da7d5617>





# HOW TO JOIN GROUPS AND VOLUNTEERING

A formal referral is not needed; our process is very simple.

1. Have a look at our newsletter or brochure to see what we have on offer.
2. Email or phone us, sharing what your interests are.
3. We'll then arrange a chat with Danielle or Caroline, and for you to see the space.
4. You'll sign up for the agreed services, complete a joining form, and fill in a community member postcard with a photo. You then join the Uppertunity community!

We are not a drop-in service. We carefully consider the dynamic of each group to ensure a good fit for everyone. We have a waiting list for most of our services, and we ask that individuals attend regularly and let us know if they can't.

## CONTACT US

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