



About includem



Includem was established in 2000 by Sandy Jamieson, Gary Westwater and Olive Arens. Our three founding members – with over one hundred years of youth and social work experience between them – recognised that there were limits on what existing welfare and justice services could do to have a positive impact on the lives of Scotland’s children and young people.

Back then, includem’s focus was on bridging the gap between social care and criminal justice. The vision was to develop effective ways to challenge offending behaviour whilst inspiring more hopeful futures for young people. Together, Sandy, Gary and Olive had seen first hand the gaps in services and knew how they could forge a better path – through the powerful impact of one-to-one relationships, available when and where it was needed most, 24 hours a day, 7 days a week, 365 days a year.

Our Mission

Is to provide the support young people need to make positive changes in their lives, and inspire a more hopeful future for young people, their families and communities.



Our Vision

A world where every young person is respected, valued, and has the opportunity to actively participate in all aspects of life and society.



Our promise to young people

- We Will Always Listen To You
- We Do What We Say
- We Fight For Your Future
- We Are With You Every Step Of The Way



Our principles

- We Recognise Each Individual
- We Trust People to Get The Job Done
- We Value Every Step
- We’re on Your Side



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