

Spark

The Newsletter of
Hackney Council for Voluntary Service

July 2000



Into the Millennium - Count Us In!



BUMPER EDITION

Spark is the Newsletter of
Hackney Council for Voluntary Service
(HCVS)



Spark

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A painting by Catherine

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SPARK is the Newsletter of Hackney Council for Voluntary Service

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Editorial

HACKNEY CVS – NEWS

Hackney CVS is holding its AGM on 13th July 2000 at the Print House. NCVO's Paul Baraisi, responsible for voluntary sector compacts, will be speaking about developing local compacts.

Publicity & Information

At last the long awaited bumper edition of Spark is out!! Many apologies for the long delay, but we have not had the resources in terms of staffing to get it out. HCVS has recently been given funding for a Publicity and Information Worker for three years. We have yet to appoint, and will be recruiting over the summer. The person is to be responsible for publicity and information on the sector in general, and for developing information and communication systems within the voluntary sector, including the use of new technology. This post will be funded by the Bridge House Estates Trusts Fund.

Spark will be the person's responsibility, so we are confident that we will be producing more regular editions of the newsletter in the future.

Restructuring

We are in the final stages of restructuring and developing generic posts rather than specialist ones. For example, we will be having Publicity and Information and Community Development Workers rather than workers concentrating on specialist areas such as health or employment.

Cuts

We have spent a lot of time and resources fighting and resisting cuts of over £1million to the voluntary sector, with varying degrees of success.

However, as the front page of this issue of Spark shows, voluntary organisations in Hackney are still under threat of cuts in funding.

HCVS has tried to fight the cuts, and on 17th May we had a successful deputation to the Council which led to a postponement of the end of funding to many groups. As a result of this deputation a Working Group was set up to review the commissioning to those groups whose grants were to be cut. Decisions are being made on 20th June when we will know the outcome of negotiations over the £500K proposed cuts to groups funded through Social Services Directorates. See page 18 for more.

Fundraising successes

We have had continued success with other fundraising. We raised funds from Focus TEC to pay for a consultant fundraiser to work with ten groups around fundraising and this was very successful. The work finished in March 2000 and HTEN (Hackney Training and Enterprise Network) is now being funded by Focus TEC to continue with this work.

All in all this means over the past two years Hackney

CVS has brought over £1.5million into Hackney and Tower Hamlets.

Kristine Wellington

Kristine Wellington, Small Groups Worker, has now moved onto LVSC where she continues to do similar work but on a broader scale. She is greatly missed and HCVS is seeking funding to continue in this area of community development, capacity building and organisational development.



Kristine Wellington

OPT Into Hackney

OPT Into Hackney, the Employment and Training Partnership for which HCVS was the lead organisation officially ends on June 30th 2000. It has been a very successful capacity building programme with small grants and NVQ/D32/33 programmes as well as a significant number of events and training days. We may receive gap funding for a further short span as an exit strategy. We will keep you posted. More on page 12.

Disability Hackney

HCVS is leading on the development of this new umbrella group for disabled people (see page 10) Despite losing some of our match-funding in the recent round of cuts, we are determined to proceed with this work.

Community Legal Services

HCVS has become involved with this and we have played an active part in promoting the CLS to the sector. See page 7 for more information.

As well as a continued strategic involvement in Health and Social Care, all of the above are just some of the things we have been involved in over the last year. It has been a very busy time. We look forward to strengthening our structure with new staff over the coming six months or so, and I personally am particularly pleased to be able to recruit someone to work on this newsletter at long last.

Belated good wishes for the millennium. We need to unite and strengthen ourselves as a sector in the face of dramatic changes and onslaughts from all around as we have seen in round after round of cuts by Hackney Council. However, we also have much to be proud of and to look forward to. As well as disability issues, premises, Quality Standards and Best Value are issues we hope to tackle in the coming year.

See you out there,

Adiaha

News from the Sector

Hackney Bereavement Service (HBS)

Hackney Bereavement Service (HBS) provides support for people affected by the death of someone important to them. HBS is currently running a third Bereavement Group for those who are able to use a group setting to talk about their feelings and experience of loss and to listen to each other without making judgements. Members meet weekly with a counsellor to share their experiences and offer mutual support.

Unfortunately this is the last such group, as the post of Group Worker finishes in August because of funding. The post had originally been for three years, but thanks to money from Lloyds TSB Linda Cundy, the Group Worker, was able to stay on an extra year.

Counselling service continues

Whilst the group work will end in August, the one to one counselling service continues. This service is for people aged fifty or over and resident in Hackney or the City of London.

If you want to know more about the service provided by HBS please telephone the HBS office on: 020 - 7254 9804.

Hackney Empire Appeal

The Hackney Empire has a £15million Capital Redevelopment Programme to redevelop, refurbish and upgrade the grade II listed Matcham Theatre and adjacent site and to modernise and upgrade its systems and facilities so that the Empire can be effective, efficient and prosperous in the 21st century.

Already the Empire has attracted or identified £10millions of funding from the following funding programmes:

- Pledge of £3m from the Heart of Hackney Single Regeneration Budget
- Pledge of £5m from the Arts Council Lottery Funds
- Intimation of £1.5m from the Heritage Lottery Fund
- Intimation of £250k from English Heritage
- Intimation of £250k from English Partnerships

In order for the project to go out to contract the empire has a target of raising the remaining £5million by October 2000.

To date the Appeal has raised £2.8m, leaving £2.2m left to raise.

The redevelopment project will

- provide a greater level of comfort, service and ancillary facilities for its customers
- reach a higher quality of artistic vision for its audiences through use of state-of-the-art technology
- improve performance spaces
- renovate Matcham Theatre architectural features
- improve the financial viability of the theatre complex and so secure its future
- attract and develop a better range of artistic produce/activities and services to meet the diversity of existing audiences and attract new audiences
- provide education and training opportunities
- improve the accessibility of the organisation, especially for those with a range of disabilities
- be a major attraction of new visitors and investors to the Civic Centre, Hackney and the East London region.

Griff Rhys Jones is chair of the Appeal Campaign and Harold Pinter is President of the Appeal.

Local Community Information Database Available

A database covering over 1,900 statutory and voluntary organisations which offer help to people in City and Hackney is available FREE of charge to HCVS members. The database is given out on floppy disk and allows users to search by key words, subjects, languages, disabled access and postcode. It can be used to produce contact lists or labels for mail outs.

To get hold of a copy, you need to fill in a questionnaire about your group — available on request from Paul Barnett, LBH Customer Services, 3rd Floor, Christopher Addison House, 72 Wilton Way, London E8 1BJ. Tel 020 8356 3046, Fax 020 8356 2241, or email barnettp@gw.hackney.gov.uk.

As the database is used by over 400 agencies locally and is due to be made available on the web, it is important to make sure your organisation's details are listed. If you prefer not to give out full details of your group then partial details could be made available only, perhaps with a c/o address or phone number. Simply ring to discuss your requirements.

Lottery Boost for Jewish Voluntary Sector

The Interlink Foundation has been awarded a grant of £86,000 by the National Lottery Charities Board, to be paid over a two — year period.

The grant is for the development of Interlink's work of supporting Jewish voluntary activity and will pay for staff and related costs. It will enable Interlink to give training, advice and support to voluntary groups and will also go toward Interlink's popular newsletter, Charity Talk.

Groups in the Orthodox Jewish voluntary sector have expressed their pleasure about the grant. We are delighted that Interlink has attracted the National Lottery Charities Board's support for the development of its excellent work. said user Faigy Schischa, a management committee member of Side by Side, an integrated special needs nursery. Interlink is just a phone call away and has given us continuous back up support almost from our inception.

As advice and practical help reach a wide range of Jewish organisations, the impact of this grant will have a trickle down effect, proving excellent value.

The Interlink Foundation provides a variety of services to Orthodox Jewish Voluntary organisations, including one to one consultations, training seminars and workshops, a charity resource library and a quarterly information newsletter. This grant will go some way towards enabling us to give groups more of the support they want. commented Director, Mrs Esther Sterngold. We look forward to helping groups develop and improve their management, financial and funding systems, and at the end of the day provide a better service to the Orthodox Jewish community.

For more information please contact Information Assistant, Chaya Spitz, on 020 8802 2469.

Bridge House Association & Arlington Care Association A New Project

In January 1999 Bridge Housing Association and Arlington Care Association opened their project within the Voluntary Sector Option of the government's New Deal scheme.

We have been offering training in Administration, Housing and Social Care and in Community Refurbishment. We have been able to help young

people in Hackney gain new skills and find work through training, NVQ qualifications and practical experience

One year on, our aim in 2000 is to build on the work of the first year and to offer a range of training and employment opportunities to young people in Hackney, as well as offering services to voluntary groups in the borough.

We also aim to expand the work of our Community Refurbishment team. To date the team have done lots of work in our projects: renovating rooms, painting, installing notice boards, artwork, window boxes and landscaped areas. We would now like to offer our services to voluntary groups in Hackney. Groups would only have to pay the cost of materials — paints, boards, plants etc. We hope to create a better living environment in Hackney while offering training to young people taking part in the project.

We hope that in this way we can do our bit for Hackney in this new Millennium.

If you would like more information please call Amanda or Carolyn on 020 8986 4087.

Work begins on Hackney's Cultural Quarter

Work on the first phase of the redevelopment of Hackney Town Hall Square is due to start by June this year. The aim is by the end of 2001 to have created a cultural quarter in Hackney's civic heart.

The design process of this regeneration of the Town Hall Square has involved extensive consultation with local people. In February 1999 a three day Ideas Forum was attended by over 6,000 local people whose wishes and concerns about the proposals were turned into a video and book called Infomax.



An architect's view of the site as it will look upon completion.

Copies were sent to every councillor, press office and community leader in Hackney. Infomax was used as the basis for a design brief. The Edinburgh-based landscape architects GROSS MAX won the competition held at the Royal Institute of British Architects (RIBA). To find out more about the Infomax process and rationale behind the redevelopment visit the web site at <http://www.fluidesign.net/hth2>. Or call them on 020 8442 0221

What is planned for the Town Hall Square?

Ocean Music Venue — using the latest technology to bring music to the public

Where?

On the site of the former Central Hall and Methodist Hall in Mare Street

To Provide

- 1880 capacity main auditorium
- two smaller halls (70 and 300 capacity)
- educational facilities
- bars and video walls

Visit their web site at: <http://www.ocean.org.uk>

Due to open August/September 2000

Technology and Learning Centre (TLC) — in a building for 21st century technology.

Where?

On the site of the former car park on the corner of Mare Street and Reading Lane

To Provide

- New Hackney Library
- New Hackney Museum
- 5 commercial retail units
- caf
- gym
- offices for 450 council staff

Due to open December 2001

Hackney Empire Redevelopment — to produce a theatre that can carry on the Empire's proud tradition of innovative programming for another 100 years.

Where? In the grand building that forms the third corner of the Quarter. To Provide

- A completely rebuilt Pepys public house
- Complete renovation to the theatre interior to provide comfort and ambience
- Extra facilities so that the theatre can mount bigger productions to attract a wider audience
- Enlarged fly-tower and dressing rooms.

For more information visit their web site at:

<http://www.hackneyempire.co.uk>

Also see page 5 for more about the Hackney Empire Appeal.

The Pepys pub due to open early 2001

The Empire due to complete by end 2001

For more information on the redevelopment of the Town Hall Square please send any enquiries/comments/suggestions or help to: Mike Goddard, Project Manager, Renaisi Ltd, 300 Mare Street, London E8 1HE

email: m.goddard@renaisi.co.uk

You can also visit the Town Hall Square Cultural Quarter Project web site at: <http://www.hth2.sageweb.co.uk>

The Community Legal Service



On December 9th 1999, OPT Into Hackney Partnership organised a briefing

on the Community Legal Service for the voluntary and community groups in the borough. This was an important first step to ensure that both the community and voluntary sector were made aware of the Community Legal Service Framework that was due to be launched in April 2000.

The key speakers at this question and answer briefing session were John Mulligan from FIAC and Babu Bhattacharjee from Customer and Advice Services LB Hackney.

Community Legal Service (CLS)

The CLS was set up in response to the recognition that many people cannot find the relevant advice or information they need when faced with legal problems. There were concerns that levels of advice differed from area to area, and that there was a need to put in place a uniform set of standards. This would ensure that individuals seeking advice would receive adequate signposting to the relevant agency for their particular legal problem and the quality of advice was of the highest. The intention is that these local networks will reduce workload and the burden on local agencies e.g. Law Centres, CABX, private law firms, solicitors, and voluntary /community groups who are already delivering a vast range of services.

The network is expected to operate on a referral system, which means that if a member of the public requires advice on an employment related issue, they will be referred to a member of the CLS network with particular expertise on employment issues. To join this network voluntary and community groups will be required to be compliant with the CLS criteria for membership. There will be different levels of entrance depending on the advice that is being provided e.g. a small group who refer to larger agencies will not be required to fulfil the same requirements as a legal centre representing clients at court.

Community Legal Service - continued....

A key part of the initiative will bring together the key funders of advice services (Legal Aid Board and Local Authorities) with advice providers —(advice agencies and solicitors) to form the Community Legal Service Partnership. Local Partnerships will identify local needs for legal advice and set priorities to ensure funds are directed at the areas of greatest need.

The CLS 'Quality Mark'

This will distinguish the services which provide good quality advice. This includes agencies from the public, private, voluntary & community sector which will have to gain this kite mark to become recognised in the CLS partnership.

Which Community and Voluntary Sector Groups will be affected?

The key issues that community and voluntary sector must be clear on are:

All Community and Voluntary Groups who give any advice to the public will be included in the new CLS framework.

This is of particular importance and we are concerned that this information is filtered through to:

- Refugee, Asylum Seekers and Migrant Communities
- Training and Career Advisers
- Community Centres
- Groups who deal with:
 - Welfare rights
 - Carers, or
 - Represent children and young people

The above is not an inclusive list, but if you are unsure then you need to contact HCVS so that you don't get left behind. There is still time to get yourself prepared and even if it doesn't affect you, it may affect another agency you may be working with or thinking of working with. This can seriously affect your funding.

The overall aim of the Community Legal Service is Quality provision.

What can you do now?

To be involved in the Community Legal Service you must identify your Group or Organisation as a provider of advice services and become involved with the development and the implementation of the Community Legal Service Partnership in Hackney. Failing this, you may become excluded from specific

funding streams and face the possibility of withdrawal of funding from funders who fund legal advice service and representation.

The Voluntary Sector was well represented at the Community Legal Service launch conference on 1st June 2000 at Hackney Town Hall. This event incorporated the private sector — lawyers and law firms — the voluntary and community sector and the public sector.

A voluntary sector forum is to be set up as a result of the conference.

If you are not on our mailing list and would like to receive further details please ring HCVS on **020 7923 1962**.

Growth for Community Groups

Are you a small community group or organisation working towards meeting a local need? Do you work from home to run your organisation and meet your members' and clients' needs?

If so, you are not alone! There are community groups in the London Borough of Hackney with these problems. Why not join in the exciting new development project - Growth for Groups - that is being set-up.

What is Growth for Groups?

Representatives of local community groups have got together and formed a Community Steering Group to share awareness in community development by working with each other.

The steering group is working on the following plans:

- To help local projects plans that are at the development stage build positive businesses.
- To secure training and development resources
- To help in capacity building and mentoring
- To inform local groups of funding available and how to apply
- To network with local groups with the same aims.

If you would like your group or organisation to be involved in Growth For Groups, why work on your own? We are here to help you and your group/organisation be a success.

Community Link-Up

Community Link-Up is a magazine for small groups funded by the Millennium Commission. It is part of Growth For Groups and urges businesses to let it be known if they have accessible premises available. Community link up is then able to make sure that they are used.

You can contact us at:
 Hackney CVS,
 3rd Floor, The Print House, 18 Ashwin Street, Hackney,
 London E8 3DL.
 Tel: 020 7923 1962

Haggerston Pool faces Closure

THE CLOSURE of Haggerston Pool has provoked fury amidst the community and led to one of the most passionate campaigns in the borough.

The fight by Haggerston Pool Community Trust (HPCT) to save the dilapidated Victorian swimming baths has also brought about the development of a modern blueprint for community development.

Adam Hart, director of Hackney Co-operative Development, which is supporting HPCT proposals to take over the site, has described it as one of the most exciting projects in the borough. It is an example of how individuals can pull together and make local government work for the community, he said. HPCT grew from a group of concerned swimmers who got talking in the changing rooms last year about the future of the pool. Vice-chairman Robin Murray described how, from such informal beginnings, the group's growth was rapid. Over 100 people attended our very first meeting, he said.

Haggerston Pool is used by a number of different groups, including up to 15 local schools and nine swimming clubs - who between them have some 7,000 members. We really are representative of the community, Mr Murray said. Its diversity of membership has been one of HPCT's great strengths. In developing a long-term business plan for the future of the site, it has been able to draw on professional expertise from architects and surveyors to economists. A swimming pool is a very democratic place. Swimmers are so diverse, both socially and economically, Mr Murray said. The Grade-II listed building in Whiston Road, which is noted for its attractive Art Deco ceiling and was once one of London's premier swimming centres, is in a sorry state. Half of the 47,000 sq. ft. site, which includes a former laundry and slipper baths, is completely unusable. Its future was first called into question last year after Hackney Council began a review of all its leisure centres as it prepared to pass management of these centres to the private sector. But the sudden closure of the pool due to health and safety reasons in February sparked fury in the community.

HPCT acquired a leaked report which, it claimed, proved the council was hoping to subsidise developments at Clissold pool and other centres by sacrificing Haggerston. The political storm that followed led to the council's promise to consider re-opening the pool. I believe it would be very difficult for Hackney to keep the pool closed now, Mr Murray said. The council claims it needs to spend £390,000 to reopen the pool. It must remove dangerous asbestos and rewire part of the building before the swimming pool can meet health and safety standards. As yet, it has not set a date for councillors to consider HPCT's proposals. In the meantime HPCT, which remains optimistic, has been preparing a long term business plan to take over the site. Haggerston was built in the 19th Century to meet 19th Century needs. If it is to be viable in the future we now need to start thinking of it in 21st Century terms, Mr Murray explained.

HPCT wants to transform the pool from a place where locals once went for a wash and brush up to a healthy living centre offering a modern gym, fitness classes, complementary medicine, massage, classes for pregnant and post natal women, cafes and even a library. The scheme is expected to cost up to £6 million, but once complete the development will be self-funding.

HPCT has already begun to raise funds from a number of different sources. It has applied to 11 different organisations, including the New Opportunities Fund for Healthy Living, English Heritage, SRB and the New Deal for Shoreditch. The Shoreditch New Deal, which plans to spend some two-and-a-half million pounds on healthy living, is one of HPCT's greatest hopes. It has already established a positive relationship with the committee. We really see ourselves as part of what the New Deal is all about, Mr Murray said.

HPCT is currently working on a fund-raising prospectus. It also hopes to contact as many community organisations as possible in order to engage them in shaping a vision of the future of the pool.

A wide variety of groups, from disability to ethnic minority organisations, have been invited to contact HPCT to discuss their particular needs.

Any organisation with an interest in the future of Haggerston Pool can contact HPCT chairman Mike Coysh on 020 7923 0801 or Peng Ong at HCD on 020 7923 1962.

London's New Mayor A challenge the voluntary sector just can't resist.

In the run up to the mayoral election Spark asked the candidates for their comments on the future of the voluntary sector. London's mayor and the Greater London Authority are in their infancy and policies relating to the voluntary sector are not yet developed. But, Mr Livingstone seems keen to involve the sector in the running of London and sees the London Civic Forum as a new model for involvement.

"In the 1980s the work of the GLC in supporting voluntary and community groups across London broke new grounds in empowering them as pathfinders for the involvement of users in the design and delivery of services and acting as advocates for those who otherwise have no voice. I am proud that many of the organisations the GLC supported and nurtured have gone from strength to strength in representing Londoners and improving their services."

Ken Livingstone believes that now there is a new acceptance of government of the crucial role of the voluntary and community sectors in all aspects of national life, and he strongly supports the principles behind the compact on relations between government and the voluntary and community sector. "The challenge will be to give the compact life through extending funding opportunities and devising practical mechanisms for meaningful consultation which can draw on the unique strengths of the sector."

He sees the new Mayor of London as having a unique opportunity to meet this challenge. He plans to introduce the most open, accessible and inclusive style of government ever seen in the UK. He is "committed to implementing the proposals developed by the London Voluntary Services Council and other partners to create a London Civic Forum as an independent and inclusive consultative body representing the private, public and voluntary sectors, London's faith communities and the Black Londoners forum."

Voluntary and community organisations throughout London should start thinking now about how they will make the Civic Forum a model for new ways of involving people in the way their city is run. This is the new and exciting challenge to which I am sure London's voluntary sector will prove equal." A challenge which the voluntary sector must meet to make sure that we stamp our mark on government in London.

For more information you can call the Mayor's Office on 020 7983 4000 or you can visit www.london.gov.uk, the website for the Mayor of London and the Greater London Authority.

Disability

Carers Special Grant

The Carers Special Grant is a government grant that supports the National Strategy for Carers launched in February 1999. It is a three-year grant aimed at providing new or additional services to users which means carers can take a break. The criteria for spending the Grant are very tight: the services have to be for those who are eligible for community services and who have a carer. The money is not intended to be used to replace services that Social Services have to deliver as part of their statutory responsibilities. It is new money for new services and it is a requirement that Social Services consult with carers on what services they would like to see in place before they go ahead and spend it.

In Hackney, the Carers Strategy and implementation Group (CSIG), set up over a year ago, is responsible for administering this Grant. This Group is made up of senior Social Services officers, representatives from ELCHA, the PCG and the Homerton, the Carers Centre and a carer representative from the Carers Forum.

Hackney Carers Centre worked closely with the CSIG to make sure that there was an extensive consultation about the grant with carers across Hackney. Last year there was a very short turnaround, but there is more time for consulting on this year's Grant. This year organisations wishing to bid for schemes to give carers a break will be invited to do so after the next round of consultation has taken place with carers.

The following schemes have been funded from the 1999/2000 Grant:

- A pilot scheme to provide daytime respite for older people. This is being run by Services for Older People and is aimed at service users with dementia.
- Short stays in residential care for people with learning difficulties and physical disabilities. This is being run by the relevant care management teams in Adult Community Services
- Hackney Community Transport who in partnership with other organisations will be arranging outings for users.
- TLC who will be extending their evening, night and weekend sitting service to allow more carers to take some time off
- Yad Vo Ezer who are setting up a scheme that will provide short breaks for people from the Turkish and Cypriot community
- Contributions to holidays for users. This is being administered by Hackney Carers Centre, who have up to £200 available for users who want to take a holiday. This could be for a weekend or longer, so long as their carer hasn't had a break of a week for a year or longer.

If you know of any users that would benefit from any above schemes, contact the named organisation directly to get more information. It is very important that the money is used up otherwise the Local Authority can claim

it back, and that would be wasted opportunity for carers who are so often desperate for some time off.

Further information about the National Strategy for Carers or the Carers Strategy and implementation Group is available from the Hackney Carers Centre, 107 Lower Clapton Road, E5 0NP. Telephone: 020 8985 1600, or e-mail: info@hackneycarers.org.uk

Disability Hackney & Hackney Access Project (HAP)

Disability Hackney and Hackney Access Project (HAP) developed out of concern about the lack of an effective co-ordinating body for disability issues in Hackney. In early 1999 a multi-sectoral working group was formed to support the commissioning of a feasibility study and consultation on the establishment of an umbrella organisation of disabled people. Around £30k was allocated by the London Borough of Hackney.

Simultaneously a bid was being developed by HCVS for funding from the European Social Fund for a project to work on Access issues. This bid developed out of Health and Social Care work at HCVS and the needs of users of these services particularly.

The aim of the project was to empower people with disabilities and at the same time to develop a resource for the voluntary/community sector as a whole. It was always envisaged that both projects would work closely together.

However, funding was approved for the Access Project (HAP) by URBAN ESF but mostly withdrawn by LBH for the disability umbrella organisation, in a spate of council cuts.

The key partners and stakeholders were largely the same people for both projects, especially the disabled people involved in the steering groups. As a result a decision was made to merge both projects and to revise the bid to Urban (ESF) so that the funding could be used to employ a co-ordinator for the umbrella organisation (Disability Hackney) and the Access group (HAP). In addition, we will employ a development worker to focus more on issues of Access.

We are now at the point of recruiting key staff who will be based at HCVS for the first phase of the project (up to 2 years.)

The intention is that Disability Hackney will eventually become an independent free standing organisation with its own staff and management and its own resources. Hackney Access Project will hopefully become subsumed into the umbrella organisation and its resources merged with it.

A strong steering group has now been established with members who are committed to both projects and this is where we are currently.

For more information contact Adiaha Antigha at HCVS on 020 7923 1962.

Employment Training Good Practice Toolkit for training providers

GLEND A (Greater London Employment Network on Disability) are launching their Good Practice Toolkit on 29th June at the Royal Festival Hall.

Training providers often mean well, but don't know where to go for information. The Toolkit is aimed at helping training providers make their courses more accessible and to give further help and advice.

GLEND A held four workshops to bring together a variety of individuals and organisations to find out about the problems people have had.

The workshops brought together

- Disabled trainees
- Disability organisations
- Specialist training providers
- Mainstream training providers
- Organisations funding training providers
- Organisations helping disabled people find employment, places on training schemes etc.

The workshops compiled a profile of disabled trainees and a course and looked at how to get over the barriers they face. They looked at

- Attitude
- How to attract disabled trainees
- How to train disabled trainees
- How to manage the disabled
- Trainee's transition from the course to jobs/other courses /work placements.

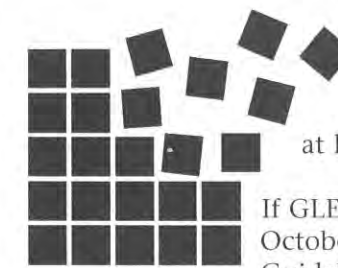
Employment Training Good Practice Guidelines Copies of this useful publication are available in colour, black and white, large print, Braille, on tape and on computer disk.

At present GLEND A have plenty of copies and there is no charge for the Toolkit or Good Practice Guidelines although this might have to change in the future, and some contribution towards the cost of post and packaging might be asked for if bulk orders are placed.

Database

GLEND A have also been putting together a large database which is especially helpful for training providers. Call for more details.

If you would like more information, or want to be added to our mailing list, please contact
Joanna Wootten – GLEND A (project officer)
Alison Julal – GLEND A (admin assistant)
c/o GLAD, 336 Brixton Rd, London SW9 7AA
Tel: 020 7346 5800
Fax: 020 7346 5810
Tex phone: 020 7733 9148
Email: glendajrw@aol.com



GLEND A's future
GLEND A have funding until October 2000 and are looking for funding for at least another two years.

If GLEND A no longer exists after October copies of the toolkit and Guidelines will be available from GLAD at 336 Brixton Road, London SW9 7AA.

DUET - Disability Forum

Disability Users Empowerment Team is a voluntary group based in Hackney to work with other disability groups whose users include those with physical disabilities, learning disabilities, sensory impairment, and those who suffer from mental health/stress.

DUET aims to promote good practice in the planning and monitoring of Health and Social Care services in Hackney and to make sure that community groups and businesses all understand the new Disability Discrimination Act.

Disability Discrimination Act

The Act is now law and means disabled people will be able to use disabled accessible facilities. This means that an individual may have physical disabilities or even be dependent on the use of a wheelchair but can still work, contribute and have aspirations.

DUET is a working advocacy project, which networks with other local groups by sharing information from capacity building and training schemes for people with disabilities to specialist employment organisations for people who have disabilities.

The aim of DUET is to work with community groups in the London Borough of Hackney to develop their awareness of disability issues. DUET members understand, for example, the implications of having to re-train because of their disabilities.

DUET is currently working with a new group called Growth 4 Group Network set up by small organisations based in Hackney who have no premises and are having to use their home address as their offices. DUET is also working in partnerships with HCVS, Disability Hackney and the Disabled Forum of Leonard Cheshire Foundation.

DUET recently held an Information Awareness event and many community groups who work with disabled users in the London Borough of Hackney joined them.

We would welcome users and participants from all groups and agencies. We meet locally and any disabled or able-bodied person is welcome to join their activities.

Are you that person? If so why not leave a message for the DUET Administration team on 020 7923 1962?

OPT Into Hackney

OPT Into Hackney Partnership

The OPT Into Hackney Programme was set up under ESF Objective 3 Priority 4 Capacity Building to work with marginalised communities in Hackney. The Partnership Steering Group consists of Hackney CVS (lead organisation), Hackney Action for Racial Equality, Focus London Central TEC, Hackney Training & Employment Network, Hackney Community College, Reed New Deal and LB Hackney.

Over the last 18 months, OPT Into Hackney has organised the following activities.

We have provided Capacity Building support and activities on:

NVQ Level 3 in Advice and Guidance - 12 Candidates completed their NVQs. This programme was run by Hackney Community College and required commitment and dedication by the candidates to complete this time consuming and demanding programme.

D32/33 Assessors Award - 8 Candidates successfully completed this programme.

World Class Cities - Focus Central London TEC - 10 Groups participated on this intensive fundraising support that was run by a professional and experienced fundraiser. The average of 3 fundraising applications being submitted by each group and with some of these groups receiving funding or positive responses from Trusts and Charities.

Community Legal Service

In December 1999, we organised a briefing seminar for the community and voluntary sector on the introduction and the implications of the Community Legal Service with key speakers John Mulligan from FIAC and Babu Bhattacharjee, LB Hackney Customer & Advice

Access to Regeneration for Black and Ethnic Minority and Refugee Communities

In March 2000, OPT Into Hackney, in conjunction with Hackney Action for Racial Equality, organised a conference at Queensbridge Sports and Community Hall. Over 60 participants attended from both community and voluntary sector groups based in the borough.

The Keynote speaker was Jeremy Crook from the Black Training & Enterprise Group (BTEG), with the following speakers Bob Ramdhanie (Project Fullemployment) and Beverly Provost (London Voluntary Sector Training Consortium), Liz Fenton (LB Hackney Regeneration & Partnership) and Kevin Sugrue (Renaissi).

- Getting to grip briefing and training seminars on;
- The Community Legal Service
 - The Community Legal Service Quality Mark
 - Introduction to European Social Funding
 - Project Management
 - The Quality Maze

ESOL Classes for Somali Women

These classes have been running on behalf of the Partnership by Hackney Community College and started in April 2000.

Small Grants Programme 2000

20 Small Groups were successful in being allocated an ESF small grant. The total sum of ESF being allocated being £20,000. We hope this will enable the groups to develop and deliver their project ideas.

- Nzambe - Malamu Charity
- Field Network Ltd
- Somali Women's Support Group
- Children First
- Counselling in the Community
- Caribbean Community Centre
- Simba Community Alliance
- Congolese Refugee Women's Project
- North London Action for the Homeless
- Hubble Bubble
- Hackney Sickle Cell Support Group
- Tenants Management Initiatives
- Soundlife Trust
- Busogo Association UK
- Black Women in the Arts
- African Welfare and Education Centre
- Hackney Barbados Education
- Jewish Women's Centre
- Growth for Groups Network
- Caribbean Families in Crisis



Members at the Black/Bilingual Regeneration Conference

OPT Into Hackney

Partnership Brokerage

The Brokerage started operating in January 2000 and we have had responses from over 20 groups interested in making links. Some London boroughs are interested in this Brokerage and are thinking of running similar projects.

Advice to Groups

With HCVS, we have provided support to individual organisations on issues from fundraising support to project management.

General Assembly Meetings

General Assembly Meetings were a focal point to update people on our activities. Throughout the 18 months these included themed General Assembly Meetings, such as Intermediate Labour Markets (ILMs), training and employment support for older people, Post-16 Review & Transitions Issues.

Focus Groups

• Disability • Refugee • Mental Health

These continued to meet although attendance was low. Due to the lack of continuity and cohesiveness it was recognised that as a process for involvement we

would use these as networks and for dissemination of information rather than as an influencing body.

We hope the activities provided by the partnership have been worthwhile. The general feedback received throughout the programme has been encouraging and we hope it has been of benefit to some groups who may not have been able to access the resources otherwise.

A special thanks to all the Steering Group Partners who have been supportive and reliable over the project life span and to all the groups that have been involved with OPT Into Hackney Programme.

Janice Norris

ESF Partnership Co-ordinator - OPT Into Hackney

ABOUT BEST VALUE

BEST Value - the new duty of continuous improvement placed on local authorities - came into being on April 1 and with it direct implications for the local voluntary and community sector. There will be a transference of the Best Value obligation to Council Voluntary Services (CVS). In future local authorities will be asking whether the organisations they fund provide Best Value.

In March, CVS representatives from across the country considered what Best Value will mean to them and how to prepare for it at a National Association of Council Voluntary Services (NACVS) conference in Birmingham. Among representatives present were CVS workers from the 40 selected local authorities which have been piloting Best Value over the last year.

Best Value is an opportunity to engage.

Their key message to colleagues was that Best Value should be seen as an opportunity for the voluntary and community sector to engage with their local authority and become proactive in helping to shape the wider vision.

Jane Slowey, Chief Executive of Birmingham Voluntary Sector Council, where Best Value was piloted last year, said CVSs should be wary about focusing only on the possible implications for service provision. Best Value is also about the broader modernising Government agenda and about partnership, she said.

Best Value

This opportunity was grasped in Hull last year when Hull

CVS joined the local authority and the community in a review over funding and established an ongoing process of consultation.

So what is Best Value?

Warwick Business School's Best Value Evaluation Project has been working closely with the Department of the Environment Transport and the Regions and the 40 pilot authorities to assess the impact of Best Value. Howard Davis, project co-ordinator, defined Best Value using a framework which can be applied to both local authorities and voluntary and community sector organisations.

It consists of:

- * **Challenge:** Organisations must challenge their existence and ask themselves: What are we here to achieve?
- * **Compare:** They must use a range of performance indicators, both local and national, to assess performance in a systematic way.
- * **Consult:** They must engage with communities.
- * **Compete:** They must demonstrate competitiveness.

Local authorities are compelled to review all services within a rolling five year period and will be required to produce performance plans. A new Best Value Inspectorate will rigorously audit these and the whole Best Value process.

Best Value

In the event of failure the Government has a range of powers that it can use, including taking a service away from the local authority.

The most serious issue facing CVS s is how local authorities will apply the principles of Best Value to the funding of local voluntary organisations and resource provider organisations.

How to prepare for Best Value.

Simone Hensby of Voluntary Action Camden offered tips on what local authorities will be looking for when deciding if an organisation offers Best Value.

- A clear statement of core values.
- An understanding of the local authority plan.
- A commitment to developing the independence of users.
- Clearly defined service standards.
- An understanding of how benchmarking can contribute to service improvements.
- An appreciation of how the service compares with similar services elsewhere.

The local authority will look at why it funds the organisation and what the impact would be if it withdrew or reduced funding. It will also develop a consultation process with funded organisations, relevant focus groups and the public to establish funding needs and consider the competitiveness of the voluntary organisation by opening up the grants bidding process to other agencies.

Problems with applying Best Value

Applying Best Value to the voluntary sector raises a number of problematic issues. These include attempting to quantify the multi-faceted role of the voluntary and community sector and comparing organisations across local authority boundaries. Despite rigorous auditing and performance indicators, the way in which Best Value operates is largely determined locally, and so there isn't one model that applies across the country.

Work towards a solution.

CVS must accept that Best Value is to become an important part of the future. It is therefore important CVS s be more proactive and take the initiative to find answers to these problems, before we find ourselves reacting to other peoples agendas.

Best Value for Black Communities

This is a summary of the work commissioned by Race On The Agenda (ROTA) to provide a strategic policy that will enable Black Voluntary Organisations (BVOs) in London to increase their opportunities to gain community care contracts.

The report aims to assess the scope for the contracting of culturally appropriate community care service form Black Voluntary Organisations in London and to provide practical guidelines on how this can be achieved. Its findings are aimed at both BVOs involved in the delivery of care and to statutory sector purchasers responsible for commissioning care services in local authority social services departments and health authorities.

The contents of this report are drawn from current literature on contracting and discussions with agencies influencing policy and providing development support, and interviews with 6 contracting BVOs, 6 non-contracting BVOs and 4 community care purchasers.

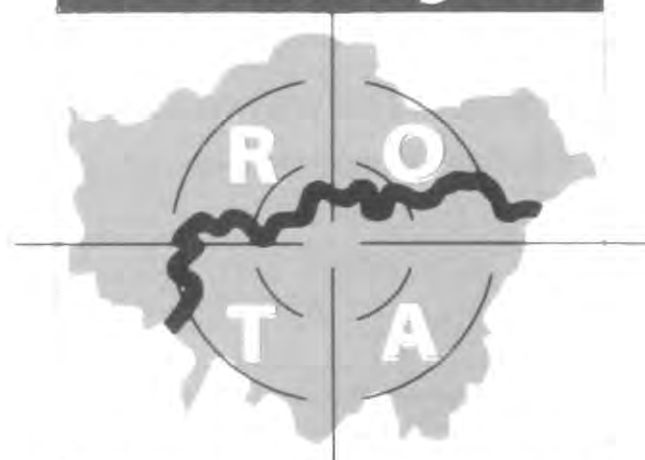
Many of the BVOs interviewed in the study had strong reservations about contracting but have begun to take the view that, whilst the contract culture may have not have been brought in with them in mind, it created a climate of change, and with that, opportunities to develop. It is within this context that ROTA commissioned this policy document, which seeks to point the way forward for BVOs six years after the legislation was first implemented.

The summary provides a number of conclusions including drawing attention to the need of capacity building amongst BVOs and the different approaches necessary by commissioning bodies.

It also suggests that aside from their sustainability and future survival, black community businesses have to ensure their campaigning voice is not compromised and their advocacy role is maintained in their reliance on the statutory sector for businesses.

For further information contact Jane Mitchell-Barnes on 020 770 8135.

race on the agenda



Targeting London Policy

Children & Education

Hackney Early Years Development & Childcare Partnership

The Hackney Early Years Development & Childcare Partnership was set up as a result of the government's National Childcare Strategy. It includes all those who work with and care for children between the ages of 0-14 (up to Young People with Special Needs). This includes voluntary, statutory and private groups, involving a range of services such as health, education, social services, employment services and housing. The joint working ensures quality standards across all of the provisions.

A Partnership Team has been established to make sure that all those services work well together. They are: -

- Partnership Manager — Kay Sinclair on 020 8356 7582
- Childcare Development officer — Debbie Dean on 020 8356 7429
- Childcare Development Officer — Tony Parker on 020 8356 7581
- Children's Information Service — Eilish Dowds on 020 856 7581
- Children's Information Service — John Howard on 020 8356 7590

The role of the Development Officers is to create new

Childcare facilities and to help sustain existing quality provision in the borough.

Children's Information Service (CIS)

The Children's Information Service (CIS) was inspired by a national initiative from central government. This is a free service for both providers of childcare and for those seeking childcare within Hackney. CIS staff will put all the information on a new database and use it to promote, advertise and provide accurate detailed information about all childcare services with Hackney. Some of this information will also be published on a national website on the Internet.

The CIS would like feedback from all users on the type of service they would like, so please phone Eilish Dowds or John Howard 020 8356 7581/7590 to tell us your views over the phone, or complete a consultation survey form.

We have 7 sub groups and welcome new members. If you are interested please phone Kay Sinclair, Partnership Manager on 020 8356 7582.

Below: A painting by Catherine



Sure Start in Stamford Hill

Community Groups in Hackney have led a bid to form a new Sure Start in Stamford Hill. Sure Start is a government initiative to give children in deprived areas a better start in life and to improve their chances for the future. The Stamford Hill Sure Start Development Partnership is made up of community groups, voluntary organisations and statutory agencies and they all hope to redress the situation that this part of Hackney has rarely benefited from regeneration projects in the past.

The Stamford Hill area faces high levels of deprivation and disadvantage and has the highest concentration of Under-4's in Hackney.

The Stamford Hill Surestart aims to improve the health, education and social development of the 998 children aged 0-4 in the area who represent 10% of the total population.

"Our vision is that every family with a child or children aged 0-4 will have accessible and culturally appropriate services, focusing particularly on children in need. We will transform the places in which children play and learn, ensuring that they are accessible, safe and welcoming. Sure Start will touch the lives of all children in the area, whatever community they come from. It will reduce level so of poor child health, learning delays and behavioural difficulties and will support parents and carers so that they are able to give their child/children a better start in life."

The Sure Start Unit set up by the Government selects areas comprising 700-1000 children aged between 0-4. Programmes with a total of £540million include

- Outreach services and home visiting, building on existing services
- Support for families and parents, including befriending and social support
- Services to support good quality play, learning and childcare
- Primary and community healthcare and advice about child health and development and parental health
- Support for those with special needs, including support in getting access to specialised services
- Additional services to meet other local needs.

A trailblazer already exists in the Queensbridge / Dalston area which is led by Hackney Council. The Stamford Hill Partnership aims to influence the Sure Start Unit into selecting Hackney again in the third round of bids. This will be done by demonstrating that Stamford Hill already has one of the highest concentrations of children 0-4 in the country and that the partnership is unanimous in its decision to be community-led and managed and will include all children living in the area. The partnership has the endorsement of the local authority, ELCHA and the local



Community Health Trust.

A written case was submitted to the Sure Start Unit in May this year and there has been very positive feedback so far,

although no firm promises yet.

Naomi Eisenstadt, Head of the Sure Start Unit, will be visiting the Stamford Hill Sure Start Partnership in early July.

Successful programmes will be announced in July.

If you are a local GP, Health Visitor, parent with children under 4, parent to be, or you are involved in parents' groups, play groups, voluntary and community organisations, nurseries and nursery schools please call Sure Start in Stamford Hill.

For more information call Melanie Danan or Chaya Spitz at the Interlink Foundation on 020 8802 2469.

Saturday School for Greek Language



The Saturday School teaching young people Greek and their heritage cultures from Cyprus and Greece meets at Horizon School 10-12.00.

For further information please contact us on 020 8809 2451.

Hackney Education Action Zone



The Forum meets monthly to approve all key financial regulations, management arrangements and a development plan.

EDUCATION Action Zones

(EAZ) were established by the government in 1998 to help raise achievement and reduce social exclusion in areas suffering social and economic deprivation. Last year, Hackney Council was successful in its bid to place 16 schools in an EAZ.

We asked Andrew Marshall, director of Hackney EAZ, what this will mean for education in the borough.

"We are talking about £1 million coming into the 16 schools in the EAZ every year for three years, or possibly five years. Support in kind, such as mentoring programmes and advice for governors will also be brought into schools," he explained.

The schools to benefit are in the centre of the borough, stretching from Our Lady & St Joseph Primary School and Colverstone School in Kingsland High Road and going up to Woodberry Down School and Skinners School in the north of the borough.

The EAZ is very much "school led", with each school deciding for itself what is needed to make the school more successful. However, all 10 primary schools have asked for expert advice on Information Technology (IT)," Mr Marshall explained. "Hackney education department is putting some of the most advanced IT systems in the country into its schools. This has a great potential to raise achievement, but small schools may not have the technical support or the curriculum knowledge which would make a difference to pupils learning."

Funds are allocated to schools via the EAZ Forum, which is made up of representatives from each of the schools, two governor representatives, a teacher, a parent, two community representatives (HARE and Claudia Jones) and four key partners - the Sir John Cass Foundation, The Corporation of London, The Royal Society for Arts and Hackney Education Department.

The Sir John Cass Foundation, a long-established Hackney charity based in the City, is a major partner in the EAZ. EAZs are required to have external financial support and when Hackney Education Department decided to bid for an EAZ it established links with organisations in the City. "Next to one of the richest parts of London - the City - is one of the poorest parts of London - Hackney. It was important to access the opportunities in the City and benefit from its presence", Mr Marshall explained.

The plan, which Mr Marshall inherited when he was appointed as director in November 1999, has been submitted to the Department of Education & Employment (DfEE). The DfEE is the overall controlling body and can decide to alter - within the framework of the law - any functions.

The key targets of the EAZ are to raise pupils achievements at Key Stages two and three and to improve GCSE results.

"But it is also about increasing parental knowledge and involvement in pupils education. It is about increasing pupils involvement in taking responsibility for their own learning and participating in school life and increasing community involvement," he said.

In some cases schools have decided to appoint specialist counsellors to work with parents and pupils to increase parental knowledge and interest in education and to work with pupils to aspire to higher achievement. There will also be a focus on the Turkish speaking and African-Caribbean communities and on boys - currently among the lowest achievers.

"The action and targets, at the moment, are left to the individual schools but it is intended that there will be more central direction, as there is a need to build in quality control," Mr Marshall added. "This may not be possible if schools are doing 10 different things. If we have a similar approach in all the schools it will be clearer and easier to evaluate the work and identify where there is greatest need."

Evaluation of success will be via the head teachers and governing bodies as well as research undertaken by Hackney education department and the National Foundation for Education Research (NFER).

The first NFER pupil and parental survey begins in May.

The EAZ plans to consult with the black and bilingual communities via community groups on the Forum and via the individual schools - many schools have support workers and quite a few work regularly with the Turkish Embassy, for instance. "When we do individual sampling we intend to have interpreters.

Children & Education

There will be a group of parents selected in a random way interviewed by a researcher with an interpreter so that we can engage parents," he explained.

"In a couple of years time I would like to see schools engaging the parents and the community in a most positive and meaningful way. That is very important for success anywhere and generally it is one which it is thought hasn't been done well in Hackney.

"Secondly, I would like to see achievement raised in schools particularly through the use of IT, which will be so important for people in the future.



Cover Story: Cuts to Voluntary Organisations in Hackney

At the time of going to print, we are still unsure about the future of many voluntary organisations in Hackney.

Proposed Cuts

Despite members making an in principle agreement in December not to cut the voluntary sector in 2000 - 1, the council is proposing to make more than £500k worth of cuts. Hackney CVS organised a deputation to the Social services Committee in mid-May and as a result a working group was established to look at the future funding of voluntary/community sector organisations in Hackney.

The Working Group

The working group was made up of Councillors (from the three main parties), Council Officers (from Adult and Community Services, Children and Families and Services for Older People) and voluntary sector representatives. Voluntary Sector representatives were from the umbrella groups Hackney CVS (HCVS) and Hackney Action for Racial Equality (HARE).

As representatives of the voluntary sector we had real concerns over participating in a group set up to make recommendations about the future funding of our colleagues and their organisations. However, some organisations have made it clear to us that they want voluntary sector representation on the group to support them and advocate for them.

In mid June voluntary and community organisations affected by proposed cuts were called in to do ten-minute presentations to the working group, and we hope that by the time Spark is delivered, we will have more information on the implication of the cuts.

The working group met from June 5 to June 13 and its recommendations were basically a series of amended cuts put to Social Services Committee on July 20. These revised cuts amounted to approximately £395,000, about £150,000 less than originally proposed.

HCVS co-ordinated the deputation against the proposals on the basis that these cuts will affect some of the most vulnerable and socially excluded people in the borough. However, the committee via a Labour/Conservative alliance approved the recommendations and the savings.

But if we can succeed in getting 20 members to agree to requisition it we are still hoping that the decision will be re-considered at a full council meeting on July 4th. Please be there to give your support - HCVS will be leading a final deputation.

"If anyone in voluntary organisations has an idea for the EAZ which may promote raising achievement or parental involvement to promote across its schools or pilot in one of its schools then please get in touch with the EAZ team."

Interview conducted by **Aydin Mehmet-Ali** for SPARK.

For more information or to offer your views to the EAZ team call or e-mail Andy Marshall on 020 83567532 or hackneyEAZ@hotmail.com



Environment

Petadists Community Organisation

RESOURCE MATERIALS FOR GLOBAL CITIZENSHIP



PETADISTS COMMUNITY ORGANISATION (PCO)

is a registered charity. It runs the African Development Education Centres (ADEC) in London and Africa. We produce development education resource materials that promote the values of the global citizen — the good citizen. We use

good examples of philosophical models of citizens, where Everyone Gets Everything Done Efficiently (EGEDE) a Wisdom Area Worth Admiring (WAWA), and where the citizens have great belief in the social values of the practice of patience, education, talent, altruism, discipline and internationalism. The ideas we promote are necessarily educationally, excellent, morally worthy, community supportive and socially enlightening.

Development Education activity

We believe to do anything well a learner must first understand and that to play any role well in society a person must first understand. So, our publications provide Development Education Activities. This involves creative, innovative, imaginative discussions and drawings of visual images that enable teachers, school children and others to develop new vocabulary, language and increase insight of the issues. Only when one understands issues would one play a positive role as society requires.

Our publications in the form of educational calendars, posters, stickers and T-shirts contain information on how a responsible person should treat such issues as the environment, human conflict, challenge of injustice, poverty, equality and race. The publications also serve as good resource materials for the curriculum on Global Citizenship. The publications promote Educational Concepts which refine the mind, attitude and behaviour of young people. The materials also promote very good Social and Community Education ideas targeted at the youth to enable them to develop

good social behaviour regardless of their colour, class, convention, creed, culture and country of origin.

The publications are:

- ENVIRONMENTAL CONSERVATION EDUCATION CALENDAR for the new year 2001.
- RACE EDUCATION CALENDAR for the year 2001.
- SENIOR CITIZENSHIP WELFARE EDUCATION CALENDAR for the 2001.
- ANTI —POVERTY EDUCATION CALENDAR for 2001.
- POLITICAL EDUCATION CALENDAR for the year 2001.
- ROAD SAFETY EDUCATION REFUGEE WELFARE EDUCATION CALENDAR for the year 2001.
- ANTI-TRIBALISM EDUCATION CALENDAR for the year 2001.

Local and international partners

We work with local and international partners, schools, teachers, pupils, youth associations, community artists and groups to produce our social and community education resource material. We exchange ideas about development education with these partners.

In our publications we use visual images produced by local school children working under the guidance of their teachers and local artists. The publications serve as learning and teaching facilitators for teachers and pupils alike.

For more information contact us:

Petadists Community Organisation,
37 Pentland House, London, UK, N16 6RP.

Tel: 0208 802 4987

e-mail pedatists@hotmail.com or petadists@btclick.com

Environment

Waste Watch

Waste Watch's 3Rs For The 3rd Sector

According to Waste Watch charities and voluntary organisations all over London are realising the benefits of bringing the 3Rs – reduce, reuse and recycle – into their workplace.

Waste Watch is the leading organisation that works with community groups, local authorities and industry to educate, inform and raise awareness on waste reduction, reuse and recycling

Organisations have received free advice and training from staff at Waste Watch's 3Rs for the 3rd Sector Project which has just celebrated its first year of action. The project, which is funded jointly by DETR's Environmental Action Fund and Cory Environmental, helps not-for-profit organisations reduce their waste and buy more recycled products through practical advice and information.

Because charity workers are busy people with limited financial resources, waste reduction issues aren't always a priority, said Project Officer Jim Fielder. We try to make reducing, reusing, and recycling as simple as possible by suggesting changes that are quick and cost-effective to implement.

3Rs for the 3rd Sector is currently running in greater London and in the North West of England. In London the project achieved some of the following success stories:

Both The Sick Children's Trust and New Ways to Work managed to reduce their waste by 20% through reducing paper consumption and reusing paper in fax machines and printers

The National Council for Voluntary Youth Services has started using a paper recycling service and involved the four remaining organisations in the building, including the landlord. They hope to save on waste collection costs and are monitoring their waste closely. The Alzheimer's Disease Society and The Music Publishers Association had all their unwanted computers and printers collected for reuse. Addaction and The Runnymede Trust switched to recycled copier paper using their existing stationery supplier at no extra cost. The quality of the paper was such that nobody even noticed the switch!

As part of the consultancy programme, Project Officer Jim Fielder performs waste audits and evaluates office waste generation and purchasing practice. After the initial evaluation is complete, Jim makes recommendations on how each organisation can reduce the amount of waste it produces — while saving money.

In the first year 3Rs for the 3rd Sector worked with more than 150 organisations and also reached more than 100 through a series of training events called 'Your Charity's Rubbish!' at various forums and fairs including London's Charity Fair.

For more information on 3Rs for the 3rd Sector and its free services please call Waste Watch on 020 7253 6266.



The immigration and Asylum Act 1999

What you can do now... a call from the Refugee Council

The new support system for asylum seekers came into force on 3 April 2000. Asylum seekers in need of support now have to live on a combination of vouchers and cash and will only be offered accommodation outside London and the Southeast, possibly in areas with little knowledge or experience of receiving asylum seekers.

Increasingly, MPs with little or no experience of dealing with asylum seekers are coming into contact with them under the new support system. They will now play a role in helping to monitor the situation on the ground and to develop good community relations. We want to alert these MPs of our key concerns about how the system will work. In particular we are worried about:

(poverty) – how social exclusion can be defeated and child poverty eradicated if some of the poorest and most vulnerable people in society are going to be forced to exist on the equivalent of 70% of the headline. The voucher system will prevent them from getting the most of what little they have since change will not be given and the vouchers will not be able to be used in the best – value shops and markets.

(dispersal) – how dispersal away from London and the Southeast, if not done properly, may jeopardise access to essential services such as good legal representation, language support and specialist health provision which are found mainly in and around the capital. There is also a real possibility that people will be isolated from their own communities, because the majority of refugee community organisations are based in London. For many years, these organisations have provided a unique level of advice and assistance to members of their own communities because they share the same language and cultural identity.

(legal) – there is a great shortage of competent legal representative outside London. This needs to be urgently addressed. We believe that assistance with travel expenses should also be provided to enable asylum seekers to meet their legal advisers to help them with their asylum claim.

(resources) – there is a need for extra resources in the regions to build up capacity to provide essential education, health and other basic services.

We would like supporters to contact MPs, (and also local politicians and newspapers) to help ensure that asylum seekers are welcomed and their experiences and current situation properly understood wherever they are dispersed.

It would be very helpful to us if you could pass on replies you receive to Imran Hussain, Parliamentary Officer at the Refugee Council (3, Bondway, London, SW8 1SJ.)

If you are not sure who your MP is then telephone 020 7219 4272 and ask. The address to send letters is: House of Commons, London, SW1A 0AA. If you would prefer to send a fax then telephone the House of Commons switchboard and ask for your MP's office; then ask the office for the fax

Refugees & Asylum Seekers

number. Go to www.tpc.int/tpc-home.html if you want to send a free fax over the internet. To find out if your MP has an email address go to www.parliament.uk/commons/lib/almsad.htm.

RASF - City and Hackney Refugees & Asylum Seekers' Forum

Two major conferences of the East London Refugees and Asylum Seekers' Forum (Nov.99 and April 00) highlighted the need for a co-ordinated voice of the refugee communities across East London. There were concerns about the lack of collective and organised representation from the Hackney Refugee Groups.

It was proposed that the City & Hackney RASF focus on the improvement of health and social care services for refugees in the area.

The forum could bring together representatives from refugee groups and service planners/providers to solve and monitor problems and ensure refugee and asylum seekers groups are consulted with and empowered to have a strong voice. It could offer an advisory role for the statutory sector and inform health and social care commissioners on need and the effects of changes in legislation etc.

An important role could be to make links with other minority group forums/ committees to avoid duplication. The group also needs to become a body to which statutory agencies will be receptive and look for vital input.

Issues to be addressed are the role of the group in relation to other Hackney Forums (eg BEMWG, Black & Bilingual Forum) and the role of HAZ, CDT, which could continue to service the group and network within refugee communities.

The general feeling has been that something tangible needs to come from this group, not just another talking shop.

If you are interested, come to our meetings on:-
Tuesday, 2pm, 25th July, Hackney Town Hall, Room 102
Tuesday, 2pm, 26th September, Hackney Town Hall, Room 102
For more information contact Ferhat Çinar on 020 7247 1414.

Community Development Information for Refugee Community Organisations

Refugee Council pilot contracts for RCO's

Under the new asylum support system the Refugee Council is taking on the Assistance function and will be providing advice and emergency support to asylum seekers in a number of regions, including London (in-country applicants). The Assistance function is the part of the process where asylum seekers are assisted in making a claim to the National Asylum Support service (NASS) of the Home Office for support and/or accommodation.

The Refugee Council recognises that many newly arrived asylum seekers are seen by refugee community organisations (RCOs) who offer them support and advice. With this in mind, the Council is keen to sub-contract part of its Assistance function to RCOs and RCO consortia. The Refugee Council has already met with RCOs who have registered an interest and are currently undertaking the second consultation to set out the criteria for those RCOs wishing to act as subcontractors for the Refugee Council. Up to six contracts might be entered into, subject to the RCOs meeting the criteria.

If you are interested in receiving more information call the Refugee Council's Contract Team on 020 7820 3000 and ask for a Contract Pack.

Volunteering Scheme Grant

The Council of Ethnic Minority Voluntary Sector Organisations (CEMVO) is considering a grant programme, which involves funding ethnic minority volunteers (through awards of up to £6,000) to work with ethnic minority sector organisation, or communities.

The scheme is for individuals who wish to work with an ethnic minority community organisation on a project of their choice. The project must have a community benefit. It can be, for example, an IT project to help small organisations, setting up a playgroup, or producing a newsletter etc. Individuals can work in an organisation on a project of their choice and agree a time scale of delivery with CEMVO. CEMVO can also help identify a project and an organisation/community to work with as well as help you raise additional funding if necessary.

Successful applicants will be provided with training paid out of the £6,000 grant awarded. This will involve a commitment of a few days over a 4 months period.

If you are interested in joining the scheme, or know someone from your community who would be, please contact CEMVO, 9 Artillery Lane, London E1 7LP. Tel: 020 7377 8484 or 020 7247 6202.

Refugees & Asylum Seekers

Unfair attacks on refugees and asylum seekers

REFUGEES have come under the spotlight this year - and so far its all been bad news. But the horror stories of bogus asylum seekers begging and thieving in our town centres have little substance, according to the Refugee Council (RC). And exposing such inaccurate reports has become more important than ever.

Under the Immigration and Asylum Act 1999, newly arrived asylum seekers are to be dispersed across the country, some of them to areas where there is little, if any, community support available to them. If they continue to come under fire from the populist press, they will be more vulnerable than ever.

In an attempt to put a stop to stories which present people who flee war-torn countries as a burden, the RC has issued a report nailing the most damaging press myths. These include claims of an increasing criminalised refugee population. There is simply no evidence to suggest that the level of criminal behaviour of asylum seekers is above average, the report states. In fact, it is noticeable that when asylum seekers themselves are the victims of physical or verbal abuse, as in Dover last year, it is rarely reported in the press.

In a report for the Police Review this February, Superintendent Chris Eyre of Kent Constabulary estimates that racist assaults in Dover have cost his force £28,000 in overtime alone so far.

Reports that asylum seekers send their children onto the streets to beg caused a stir at the beginning of the year. Whilst the practice, says the RC, is unacceptable, it claims only a small number of individuals are involved. It is outrageous to suggest that the behaviour of a tiny minority is typical of all. The RC also refutes claims in February by The Daily Mail that Britain is seen as the softest of soft touches.

Figures from the United Nations High Commissioner for Refugees show that the UK only ranks ninth in Europe in terms of asylum applications per 1,000 inhabitants. Belgium, Ireland and Norway are just some of the European countries that are more generous than we are.

The least developed countries in the world host the overwhelming majority of the world's 21 million refugees. Britain hosts less than 1 per cent.

The RC also attacks assumptions in many newspapers that most asylum seekers are bogus. Over half (54%) of asylum seekers are granted protection. And few can doubt that the countries these people are fleeing are in turmoil. Last year the majority of asylum seekers in Britain came from the former Yugoslavia, Somalia, Sri Lanka and Afghanistan.

The war in Kosovo has been described as the greatest humanitarian disaster since the end of World War Two. It added to a general increase in instances of human rights abuse, political persecution and internal conflict which raged around the world last year.

CEMVO

CEMVO - Council of Ethnic Minority Voluntary Sector Organisations

Following initial consultation with the Ethnic Minority Voluntary Sector (EMVS), CEMVO has recently been established. CEMVO's main purpose is to establish the Ethnic Minority Foundation (EMF) which will be a source of funding specifically for the EMVS on a long-term basis. Amongst its objectives, CEMVO aims to:

- Establish a database of ethnic minority professionals and EMVS in the UK
- Unite ethnic minority voluntary sector organisations by sharing information and facilities
- Act as a clearing house to ensure that services are targeted and resources not wasted
- Commission specific research to be used to underpin demands for increased resources
- Commission an analysis of gaps in essential services needed by ethnic minority communities
- Help establish new organisations where necessary

CEMVO will not directly provide any services or duplicate the work of existing ethnic minority voluntary organisations. CEMVO's sole task is to mobilise increasing resources for the ethnic minority voluntary sector.

Lack of resources

Both Ethnic Minority Communities and the Ethnic Minority Voluntary Sector (EMVS) suffer from a lack of resources. CEMVO and EMF plan to develop the resources and secure resources from within the ethnic minority communities, thereby strengthening those communities and the ethnic minority voluntary sector through the involvement of community professionals.

The EMVS already deliver much required services to ethnic minority communities, but lack of funding, professional personnel and the ability to influence the policies and decision makers, the EMCS and the communities they support remain fragile and weak. So, increased resources to the ethnic minority voluntary sector will strengthen ethnic minority communities.

Resources needed are:

- Secured long term funding
- Ethnic minority professionals becoming involved as donors, trustees, staff and volunteers of EMVS

- A larger share of funding from the public and private sectors

Funding

The Ethnic Minority Foundation will aim to collect £100million by enrolling 100,000 ethnic minority professionals to give three commitments

- Volunteer to support EMVS as trustees, advisory committee members, professional advisors and policy makers
- Volunteer to mentor one ethnic minority student, to ensure that professionals become role models
- Donate £100/year for ten years

Who manages CEMVO?

CEMVO will have 15 trustees, professional full time staff and an advisory executive committee comprising of chief executives of various EMVS organisations.

CEMVO's main priorities

- To help establish EMF and its Endowment fund of £100million
- To lobby for additional funding for the EMVS
- TO lobby for ethnic minority individuals, committees and the EMVS to be represented on policy and decision making forums within the government, Trusts, Charitable Foundations and the Corporate Sector
- To enable EMVS organisations to work together
- To work on policy issues facing ethnic minority communities
- To help establish new organisations required to serve ethnic minority communities CEMVO is currently consulting with the ethnic minority communities and EMVS.

If you want to find out more about CEMVO and the EMF please call 020 7377 8484 or write to CEMVO, 9 Artillery Lane, London E1 7LP.

Adverts Organisations Events

Darsham Country Centre



**Hackney's House in the Country
Darsham Junction: Suffolk**

Bookings for this Year

The Country Centre - based in a converted railway station in Suffolk (trains from Liverpool Street still stop outside) is now re-open for bookings, following a brief closure for essential repairs. We have also been fortunate to secure the financial and practical help of another organisation - The Woodcraft Folk - to effect immediate improvements and guarantee the longer term refurbishment and future of the Centre. As ever the Centre will remain available for Hackney, and other inner city, groups who need a low-cost break in the Suffolk countryside. For those who have not been before, the Centre can currently accommodate groups of up to 15 in self-catering accommodation and is conveniently located for access to the Suffolk countryside and coast (Dunwich beach is a couple of miles away). It has been used by hundreds of Hackney community/voluntary and statutory groups for over the last twenty years - providing a safe space in the country for groups who might not otherwise have access.

Charges for groups are:

**£80 per night for Community/Voluntary Groups
£90 per night for Statutory funded groups**

**Bookings and Information:
Gill Boys - Woodcraft Folk
Llandaff Chambers
2 Regent Street
Cambridge CB2 1AX .
Tel: 01223 509178**

Bookings are on a first-come, first-served basis so please book now to reserve your country break from the delights of life in the city.....

**Financial
training,
advice and
support for Hackney's
Voluntary Organisations**

Community Accountancy Project (CAP)

CAP aims to help charities, voluntary organisations and community groups in Hackney to develop their financial management systems. Better management of finances means allows organisations to deliver the best possible services to their users.

The services offered by CAP include:

- Financial management training for staff, committee members and treasurers, from beginner to advanced, with a number of courses accredited through the Open College Network
- Systems Health Check to review your organisation's financial management
- Consultancy service to solve your accountancy problems
- Telephone Advice for small problems, immediate support and general information
- Money matters, the newsletter that keeps voluntary groups in Hackney abreast of changes in legislation, budgeting, bookkeeping and accounting topics.
- Reference Library, with specialist reference books. Ring to arrange a visit and simply call in.

For more information contact CAP on:

**Tel 020 7249 7109
Fax 020 7249 6310
Email caphackney@aol.com**

Community Accountancy Project
The Print House
18 Ashwin St
London E8 3DL
Registered charity Number 1074452

To Advertise in the next issue of SPARK, see the list of prices and details of submission on page 2

Adverts Organisations Events

Looking for new premises?

NOTICE TO ALL VOLUNTARY ORGANISATIONS IN HACKNEY

Are you finding it impossible to move because of property prices or simply because there don't seem to be suitable properties available?

A few Hackney based voluntary agencies who are desperate for more space and are fed up with trying to deal with the problem alone have come together to try and find a way forward.

Come and join us. The more of us there are, the more concerted our effort can be.

Agencies involved so far:

- Hackney Carers Centre, Tel 020 8985 1600
- Age Concern, Tel 020 7254 0715
- Citizens Advice Bureau, Tel 020 8986 7124
- Anika Patrice, Tel 020 7923 9033
- Young Carers Project, Tel 020 7254 5554
- Mobile Repair Service, Tel 020 7226 8431
- Hackney CVS — 020 7923 1962

**Contact HCVS for further details on
020 7923 1962**

NARROW- BOAT TRIPS ON THE REGENT'S CANAL AND THE RIVER LEA

AVAILABLE THROUGHOUT THE YEAR

- Operate the locks and steer the boat half-day
- Full-day and residential trips available
- All trips accompanied by an experienced, friendly skipper
- Ideal for Schools, Community Groups and Families

Suitable for all ages and abilities

**Laburnum
BOAT CLUB**

Hackney's Community Boating Project
Laburnum Street, Hackney, London E2 8BA
Telephone/Facsimile: 0171 729 2915

For further information contact
Jim Armstrong on: 020 7729 2915



WISE OWLS

WISE OWLS – PROVIDING PROFESSIONAL AND EXPERIENCED STAFF FOR BUSINESS AND ORGANISATIONS IN LONDON.

Wise Owls is a recruitment, employment and consultancy agency which concentrates on providing companies with workers from the professional older generation who wish to use their skills profitably and give business the benefit of their knowledge and experience. Most of their professionals are between the ages of 45 — 65.

They have many professionals on their list including managers, accountants, fundraisers, researchers, PR and advertising specialists, training and teaching professionals, engineers and administrators among others. They aim to provide high value employees on a contract basis as Wise Owls employees or as self-employed staff.

Smaller organisations who would like to use the services of such professionals on full or part time basis, or on temporary contracts or consultancies can contact Wise Owls on 020 7923 7771.

The Print House, 18 Ashwin Street, Hackney, London E8 3DL.

Training

Wise Owls also offers training, and their sister organisation SEA (Social and Environmental Analysis Ltd) is running an intensive training course for those who live in Hackney and are unemployed, self-employed or running a micro-business. The course provides help with business planning, marketing, cash flow, raising finances, making funding applications, and the law. It starts in November.

For more information contact Chris Walsh on 020 7923 9230.



You can also contact Wise Owls on their independent web site: www.wiseowls.co.uk



WISE OWLS



How to improve your fundraising applications

By Kristine Wellington, LVSC

Funding is perhaps the most contentious issue in the voluntary sector today! Without funding many organisations would be unable to continue with existing service provision let alone expand into new areas of work. As more organisations compete for funding (today we even have schools and NHS Trusts bidding against more traditional voluntary sector organisations!), the more competitive the funding environment becomes. The need to put together a sound funding proposal has become crucial. If we are to successfully persuade funders to back our piece of work over that of A.N. Other and to give ourselves a fighting chance of success.

As Funding Adviser with LVSC I am often asked the question what makes a good fundraising application?

Essentially a funding application should be seen as a communication document in which we must articulate the needs of the organisation (the project) to the funder. Often the worthiest of projects can fail to attract funding because of a badly written application. Too often funders have said to me that they really like a certain project and wanted to support it, but the application was so poor that they felt funding could not be justified! A badly written application can also give the funder doubts about wider issues of quality and standards within the applicant organisation. So much to consider let alone do. Where to begin?

Forward planning is crucial

You must devise a plan. In doing so it might be useful to consider these questions: which funders are you going to target in the first place? How are you going to approach them? What do you need to tell funders about your organisation? What does your organisation propose to do? How much money is needed and is it needed urgently? When will you need to submit your application by?

Applications must be carefully targeted

Research will enable you to decide which funders could be most interested in your project and whether or not you meet their eligibility criteria. Indiscriminate funding applications are a waste of the fundraisers time and the organisation's resources. They can also antagonise the funder! Funderfinder is a reasonable starting point in putting together a list of possible funders to target. It is however only a tool and you should further research the funders that it may suggest through the various directories that are available. Where a telephone number is given, you should ring to obtain further information or to seek clarification if in any doubt. You will need to bear in mind that applications to grant-making trusts and charitable foundations, the National Lottery (there are five different funds) and statutory funders will take quite a while to process. You must build time for this into your plans. As a first port of call you could try contacting those who have supported your work in the past, as they will know of your organisation, its track record and its abilities to deliver. They may also be interested in any new piece of work but could offer first refusal! Remember though that funders give to help people in need and not to organisations as such, but that they want assurances the organisation seeking help is well run and effective!

Each application for funding must be carefully costed

Try to think of your work as project based. With new projects an element of crystal ball gazing will be inevitable, but there are steps you can take such as finding out the market rate for a given salary, or rent for buildings or how much a piece of

Funding

equipment costs, etc. In fundraising you should never make assumptions nor take anything for granted and it is advisable to take a project to a

number of different funders in the hope that one will support it. If you should find yourself in the happy position that more than one funder is interested in supporting the same project you must let the other(s) know. Maybe you have a similar but a different project that could interest them? To do otherwise could be fraudulent and could risk compromising your future fundraising capability.

How much to ask for?

Do not ask a small funder for a large amount, or a large funder for a small amount! Your research should uncover how much money the funder has and what their average size of award is (be guided by the latter). Trusts are especially interested in new or innovative projects and finding funding for running or core costs can prove difficult. Where appropriate things like overheads should be apportioned to the project for which funding is being sought. Many projects will require overheads such as electricity, telephone, postage, stationery etc in order to ensure success any way. By all means be innovative and creative in writing your application but always be truthful and don't exaggerate the ability of your organisation to deliver.

Funders have specific interests

Grant-making trusts and business sector donors will have specific policies and many will have an interest in specific categories of work. Research will clarify what the funder's interests are. Don't seek funding from a funder that is not interested in your type of work. Aim to personalise your approach as far as you can, referring to any previous contacts and any previous support given. You will need to carefully match your application to the funder's interests, check out their stated interests or policies, or previous grants made. It's a bit like writing a job application. Again, the various directories will be helpful. You can also get additional information direct from most funders. Where there is a telephone number you should ring to establish whether they are interested in your project and whether an application is appropriate. If it is, you should endeavour to convince each that you are writing to them personally and that your application is not part of a circular appeal. This is more achievable if you are only targeting a handful.

Funders will want to know how many other funders you have applied to and whether any of these have committed funds. This won't prejudice your application so don't worry on this count. The general rule is to make a careful selection and these should be based on who is likely to be interested. A carefully targeted and tailored application is more likely to be taken seriously than one that has been mailed to every funder. Making a smaller number of well-targeted applications will save on your time and that of the funder and could stand a better chance of success.

Be very clear on what you are asking for

If you are at all confused, just imagine how the funder will feel when receiving your application. A fudged application is more likely to fail. Do you want money for core costs (ie running costs)? Bear in mind that many trusts and foundations will not fund core costs. Do you want money for a project or specific piece of work? Do you hope to secure funding from many sources, or from one source only? If applying to the business sector do you want cash, gifts in kind or a staff secondment. Bear in mind that many companies do not like to part with cash!

What about the project for which funding is being sought?

What is the problem or need that the funder is being asked to support? What are the aims and objectives of the project? What methods will be used to meet the aims? What are the short-term operational plans and what are the long-term operational plans? Are you clear about the budget do you have one? What funding sources have you identified and when does the money need to start rolling in by? When approaching companies, what can you

offer them in return? You will need to consider making a business proposition. Can you plug the company's support in your publicity literature (e.g. annual report, newsletter, leaflets, etc)? Would their staff be interested in your organisation's work? Are there any opportunities for their staff to become involved as volunteer fundraisers? Are your premises near to any of the company's branches, plant or operations? Again do your homework before you start and research each company you plan to approach!

Timing is an important when preparing an application for funding. It will take much longer than you think to prepare the actual application if you are doing it properly! If you need to consult with others, or get approval from your management committee how long will this take?

Have you clearly organised your thoughts? You should allow at least a month for this. You will also need to collate and make sense of a terrific amount of information at the research stage. You should also produce rough drafts and rework these before sending off the final version. Don't be impatient and send off a shoddy application, anything done in haste is likely to fail. Take your time and get it right if you want to succeed.

Also consider that funders will have their own timetable too. Does the funder have a date for the receipt of applications? The National Lottery distributors in particular did have rigid deadlines, statutory funders will have their own strict deadlines, and European funders may require an application to be submitted 18 months in advance. Each of the grant-making trusts is independent and their deadlines will vary although some do not have deadlines. Meetings of trustees can be infrequent, especially where the smaller trusts are concerned and it may take months. Check it out with the funder concerned. The business sector is usually more flexible.

You will need to consider the following

How long can you wait for the money to come through? Do you require a single sum or ongoing support over a number of years? Many funders are unwilling to support a project longer than three years. What should be included with the application? Your latest annual report and set of most recent audited accounts is sufficient (unless otherwise stated by the funder). Avoid the temptation to include bulky appendices. If they are interested in your work, you will be asked to provide any additional information. A good clear well-structured application stands a better chance of getting what it asks for but there is of course still no guarantee that you will get what you want.

K.W.

The importance of being strategic

As Funding Consultant for LVSC, writes **Tebussum Rashid**, I often advise voluntary organisations (particularly new ones) to draw up a fundraising strategy. Their usual reaction is one of reluctance, and sometimes dread, at the thought of producing such a complex document. But as soon as I explain what a strategy really entails and what the immediate and long-term benefits will be, organisations usually agree that it's worth investing the time and effort.

In the increasingly competitive world of today's voluntary sector, a fundraising strategy can help an organisation (or a project within an organisation) to:

- formulate its long-term plans
- recognise its strengths and skills
- identify its needs—and perhaps some new projects
- make itself more competitive
- recognise its own uniqueness
- focus its work back on its constitutional aims and objectives,

Funding

so that it does not chase unsuitable money, or even create new projects for the sake of the funding available; this can be both unconstitutional and illegal

- find relevant funders
- plan around those funders' deadlines
- simplify the completion of individual applications.

Because a fundraising strategy is so important to all the organisation's activities, drawing it up should ultimately be the responsibility of trustees or the management committee.

What does a strategy involve?

To create the basic outline of a strategy, you may need to identify the following:

1 Your organisation's needs

Look at your organisation's original aims and objective. Carry out a SWOT analysis, i.e. look at your organisation's Strengths, Weaknesses, Opportunities and Threats.

2 Your unique selling points

What is so special about your organisation compared with others?

3 Skills audit and networking

What skills, knowledge and experience available within your organisation might be relevant for specific areas of work, for the management of work, of finances, of workers, etc? This analysis can be carried out with workers, management committee members, trustees or volunteers.

What external supporters — e.g. patrons, MPs, celebrities, councillors do you have?

Do you network with any other voluntary organisations?

4 Your current resources

This can include furniture, buildings, transport, equipment, gifts, and money.

5 The projects and other activities to be funded

What kind of work needs to be funded: Is it old projects, new projects or core funding? Break down each individual project into what and why.

6 The nature of the work

What is the justification of the proposed piece of work?

Is there any duplication — especially in the immediate geographical locality?

7 External resources: what and who is out there?

Trusts and foundations
 Companies
 Millionaires
 National Lottery (all five boards)
 Statutory sources (local and central government)
 European sources
 Cash
 Gifts in kind
 Staff secondment
 Volunteers

8 Potential funders

It is easy to record merely the names and addresses of potential funders, but you must also note their deadlines, the method of application and any useful background information.

9 Budgets

You must list all the costings for each area of work. Be realistic. Assess the value for money.

Useful reading

The Complete Fundraising Handbook (Directory of Social Change).
 The Complete Guide to Business and Strategic Planning for Voluntary Organisations (Directory of Social Change)

Fundraising Support for Small Groups

HCVS were successful in securing funding from the FOCUS TEC and Opt in Hackney to support smaller groups in their fundraising efforts. The Focus Fundraising Project, which is part of the World Class Cities SRB programme, ran from September 1999 to March 2000. Through this project 10 groups were identified to participate in this project. The project activities involved supporting groups through 1-to-1 consultancy and training to achieve their fundraising targets.

75% of the groups successfully completed the programme. Bids were made to 29 charitable trusts and statutory funders. Some of the issues we had to grapple with included:

- Lack of clarity about project's objectives
- The funding of core costs
- Insufficient time and resources for strategic planning
- Having project management systems in place
- The organisation development needs of community groups
- The need to demonstrate evidence of effectiveness and quality.

Generally core costs had to be apportioned to specific projects. Unfortunately, because project costing has come late for many groups, this strategy still left substantial core costs under-funded. The case still needs to be made to funders to support the core (or central) costs of project management and administration. Over-stretched and over-committed community groups are struggling to meet the expectations of their service users whilst juggling the demands of their funders.

The Focus Fundraising Project sought to support groups in responding effectively to obtaining funds for their projects. The process of fundraising involves hard work and constant attention. The challenge remains for community groups to be enabled and supported to maintain that focus on a sustainable basis.

Heritage Lottery Fund

THE Heritage Lottery Fund has introduced a new way of applying for grants for capital works.

The new application process, which relates to grants of between £5,000 and £50,000, has been designed to be easier and more approachable. It also promises to be quicker, with assessment decisions being made within three months.

Any non-profit distributing body can apply, from local history clubs, to local amenity groups and charities. Grants

Funding

are available for public projects as diverse as historic buildings, urban spaces, museum collections, and photographic or sound archives.

The new application process is being run on a pilot basis in the Greater London area between May and September. For an application form contact the Heritage Lottery Fund Helpline on 020 7591 6044/42/45.

Objective 2 programme – latest developments

Objective Two bidders can look forward to a new programme for 200 - 2006 worth £160 million to the London region.

The programme does not open for bids until the Autumn of this year and it is unlikely that money will flow into projects until early next year. But, assuming a three-month period for bid preparation, bidders are advised to start working up projects as soon as possible.

Hackney is one of three boroughs at the core of the London programme, with all wards within the Objective Two area except Brownswood, North Defoe, South Defoe, Clissold, New River, Northfield and Springfield. The coverage includes all existing Single Regeneration Budget areas, but unfortunately not the proposed SRB6 area of Woodberry Down. The bidding round is likely to include at least 15 per cent of the available finance, i.e. £24 million.

As in previous years, it will consist largely of ERDF, providing capital for buildings and equipment and some revenue for business support. There will also be revenue for vocational training from the ESF - approximately £12 million. However, there will also be 7 per cent of the Objective Three ESF London programme ring-fenced to the Objective Two area which could provide a further £20 million.

As usual, ERDF projects will be funded at 50 per cent, requiring a match of 50 per cent from other sources, whilst ESF projects will be funded at 45 per cent, requiring a match of 55 per cent.

The aim of the programme is to increase the competitiveness of SMEs in the programme area and create and preserve jobs. SMEs are Small and Medium Enterprises - private companies common in Hackney employing less than 250 people. Its objectives are narrowly economic and money is allocated to different programme priorities according to their economic potential.

Briefly, the programme objectives are:

Priority One: Community and Neighbourhood Economic Development

Funding capacity building and network creation to enable severely disadvantaged areas to participate in the programme. Also funding feasibility work on initiatives.

Priority Two: Business Development and Competitiveness
To increase the competitiveness of SMEs the emphasis will be on start-ups, self-employment, ethnic business and social enterprise. There is also a measure to support business beyond start up and enable access to expensive

new technology. Funds for SMEs will be large, at least £5 million of European money, requiring match funding.

Priority Three: Infrastructure, Premises and Environment

It is crucial for Hackney to increase the current supply of modern workspace available. Finance will be for site assembly, security and transport schemes as well as marketing and management of industrial estates.

Priority Four: Innovation and Technology

There is £8.5 million to support innovation and technological development.

Priority Five: Skills and Access to Jobs

Funding local labour schemes and training. In the last programme it was possible for all local training organisations to bid for Objective Two ESF. This practice will no longer be possible.

As in the last programme, all bids will have to pass through the local Hackney Strategic Partnership. Keep an eye out for details of how this will work in our next issue.

For advice and assistance on Objective Two regulations and preparation of bids contact Peter Brimson, RENAISSAI European Manager on 0207 683 8286.

The SRB Community Chest Don't Miss out on £1,000

Community and Voluntary organisations based in either the Heart of Hackney or Haggerston SRB areas could find themselves up to £1,000 richer by contracting local regeneration agency Renaisi as soon as possible.

The SRB Community Chest programme awards grants to community and voluntary organisations based in the Heart of Hackney and Haggerston SRB areas. Grants of up to £1,000 are available for specific projects that provide benefits residents of the SRB areas - and funds are still available for the current financial year.

28 projects were supported during the financial year of 1998/99, sharing a total of £25,000 given in grants across the Haggerston and Heart of Hackney SRB areas. The project include a Mother & Toddler Group run by the Pembury Estate Tenants and Residents Association, a Bengali Women's Cultural Group, the Young Gifted and Broke Music Project, and a children's fun day organised by the Trelawney Community Association.

Neil Best, Senior Consultant at Renaisi, said: "Lots of organisations have already benefited from a Community Chest Grant, allowing them to buy new equipment or extend their activities. Any local groups in the Haggerston or Heart of Hackney SRB areas have a chance of receiving a grant, but there is a limit to the funds left in the budget in this financial year. My advice would be to apply as soon as possible."

Community Chest grant applications for this financial year should be submitted as soon as possible.

Further information and applications forms can be obtained from; Neil Best, Renaisi, 300 Mare Street, London E8 1HE. Tel: 020 7683 8296. Fax: 020 7683 8330. Email:

For further information, contact
Rob O'Connor, Public Relations Officer, Renaisi, on
020 7683 8316.

Funding

10 Steps to Effective Fundraising

ONE

**Agree the purpose of your organisation:
What is the organisation trying to do (Aims)**

TWO

**Identify the values of your organisation -
what makes you different?**

THREE

**Establish that there is a need for the work and
services of the organisation**

FOUR

**Agree how the organisation will meet this need:
What exactly are you going to do, and when?**

FIVE

**Ensure that you know what other people and
organisations are doing - Network.**

SIX

**List the resources you will need to
carry out your plans**

SEVEN

Calculate an accurate budget

EIGHT

Identify possible sources of funding & support

NINE

**Research funders - use all available resources
and information before making applications**

TEN

Spell check, Sign and Send Enclosures!

WANTED

**Rappers, singers, dancers
or
ANYONE WITH TALENT**

Sickle Cell & Thalassaemia

**Fundraiser happening
late July/August 2000**

**Interested?
Call 020 - 7837 3959**

Health and Social Care

BEMWG – health and social care of black and ethnic minority communities

The Black & Ethnic Minority Working Group was first formed in 1991 as part of the joint planning structure in the City and Hackney, because it was recognised that there was inadequate involvement of the black and ethnic minority communities. Its purpose was to comment on existing services and identify unmet needs, offer ideas and advice and comment on plans and proposals.

In 1999 there was a review to look at the health and social care needs of black and ethnic minority communities. This review looked at the level of support for a consultative body to represent and advocate for the needs and concerns of black and ethnic minority communities in the City and Hackney. The scale of inequalities and deprivation amongst black and ethnic minority communities in the City and Hackney underlined the need for BEMWG, whose main clientele is the black and ethnic minority communities interested in health and social care issues, and refugees and asylum seekers experiencing discriminations and disadvantage.

BEMWG's main objectives are to

- Reduce inequalities in health and social care
- Increase the participation of black and ethnic minority communities in initiatives that affect their health and well-being
- Improve co-operation between voluntary organisations and statutory agencies to enable co-ordination to promote health and social care of black and ethnic minority communities.

BEMWG does this by

- Policy/advocacy
- Information services
- Training
- Development
- Networking and partnerships

If you want to find out more about BEMWG call Hackney Action for Racial Equality (HARE) on 020 7241 2244.

Health Action Zones

CVS in Newham, Tower Hamlets and Hackney all have some funds for capacity building work around health and social care related the Health Action Zones (HAZ). Currently proposals on how this work will be carried out are being discussed and re-drafted.

A new Locality Health Partnership Board is being set up to plan and co-ordinate health and social care services locally. The partnership is between health authorities, local authorities and the voluntary sector and aims to jointly plan services and use resources. A Steering Group was set up to review the findings of a planning event held on 11th May. The Steering Group will draft proposals and set up the Locality Board, including membership, a constitution and accountability. The Steering Group will develop a list of specific services for the new Board to look at and plan the first meeting of the new Board for September/October 2000.

All of this work is being overseen by Laura Sharpe, Chief Executive of the City and Hackney Primary Care Group.

By **Aydin Mehmet-Ali**

Homerton Health Shop Health and Cancer Information Services

This summer Claire Rayner will launch of a new and unique service in Hackney. The Homerton Health Shop, a health and Cancer Information Service, is based at the main entrance of Homerton Hospital. It will provide free and confidential information about health and health services for the local community.

What is a Health Shop?

The Health Shop has been started as a response to local peoples requests for more information delivered in a useful way. It is a project by the East London and City Health Action Zone (HAZ), and is supported by Macmillan Cancer Relief and Cancer BACUP.

The project aims to provide appropriate, accessible and high quality health and cancer information to all visitors to the Homerton Hospital, as well as the wider community.

The Shop is currently open from 12.30 until 4pm Monday to Friday. As the project develops the opening times may alter.

What's on offer?

Homerton Health Shop offers help with general health related enquiries as well as more specific information about cancer and cancer services.

Information is available through leaflets, booklets, audio and video tapes, in a range of languages. There will also be the opportunity to meet with health professionals such as Nurse Specialists. In addition, the Health Shop can provide access to the Internet and other databases that give health related advice.

What has happened so far?

The doors to the shop have been open since the beginning of May so that visitors can see the progress within the shop and give their views about what sort of information they are interested in.

The Health Shop has also had a series of open days for the local voluntary sector, health professionals and public, who provided plenty of ideas about how to develop the shop in partnership.

Further information

For more details please contact Sarah Howell, Project Co-ordinator or Patrick Casey, Macmillan Cancer Information Officer on 020 8510 7733.

Mental Health User Involvement

Hackney Users Support Group (HUSG) and Hackney CVS have been working together to put forward a proposed joint agreement between the Health Authority, Local Authority and the voluntary and community sector to protect mental health users. The agreement also hopes to lift some barriers to involvement that users experience, and it is supported by the City & East London Health Action Zone Community Development Worker for Mental Health.

The proposed joint agreement states that:

- Users must not lose support due to participation in User Involvement
- Adequate funding must be given to ensure users are not compelled to finance User Groups and pay User Involvement costs out of their benefit
- Supervision must be offered to active users and should be independent to avoid conflict of interest. Advocacy also needs to be scrutinised.

At a meeting on 10th April it was stressed that User Involvement in Hackney needs to become more effective and to avoid tokenism.

Some serious problems over user involvement were also identified:

- Users who are actively involved are losing support or feel under threat of having support withdrawn, including loss of benefits
- Lack of supervision can put Mental Health Users at risk of becoming ill

Health and Social Care

- Due to inadequate funding, Mental Health Users are having to use their own finances for User Involvement. Yet the vast majority are on income support.

There is a need for more co-ordination amongst the three boroughs in the Health Action Zone – Hackney, Newham and Tower Hamlets. The main areas for policies and procedures to be better coordinated are

- Reimbursement,
- Support for active users and
- No threat to Care Plans.

In Hackney the users group is genuinely "user-led" as yet there has been no community development work. This should be remedied shortly, when a new development worker is taken on.

For more information call Jacqui Henry or Mandisha Corday-Smith at the Health Action Zone Regeneration Team based at Tower Hamlets Health Strategy Group on 020 7247 1414.

ABWA A Better Way Ahead

ABWA is a new and exciting programme that offers their clients the basic skills and tools needed in order to be assertive in all areas of Personal Development.

It has been developed specifically to meet the needs of Black Afro/Caribbean users and ex-users of the mental health system.

The programme includes confidence building, assertiveness training, challenging negative behaviour and attitudes, discussions around effective discussions and communication as well as the use of positive affirmations.

At ABWA, we feel we have something unique to offer, especially as our workers themselves have been through the mental health system. We see ourselves as positive role models and it is our intention to give back to others by sharing through our own personal experience.

ABWA is being sponsored by the Nile Centre to provide sessions in blocks of 6. The sessions take place on Mondays, at 6pm

If you would like to attend the programme or if you require further information, please contact Brenda Nelson & Eileen Phillips, at the following addresses:

The Nile Centre, 105 – 109 Foulden Road, London N16 Tel: 020 7241 3003

Or 83 A Sandringham Rd London E8, Tel 020 7503 4656

Health and Social Care CITY & HACKNEY

HEALTH & SOCIAL CARE FORUM

The City and Hackney Health & Social Care Forum is a network of voluntary and community groups providing health and social care services in Hackney and the City of London.

Information sharing and networking are key aspects of the forum's work. The forum also aims to foster positive relationships with local and health authorities, NHS Trusts, the City & Hackney Primary Care Group — soon to become a Trust - and other relevant statutory bodies. We strongly believe that the views of the voluntary sector are vital to the development of health and social care services which meet local needs.

The forum meets six times a year. Meetings give members an opportunity to network and discuss current developments in health and social services and to express their views and concerns to statutory agencies.

The next meeting is on Wednesday 19th July from 3 to 5 p.m. in Training Room 4, Bootstraps, The Printhouse, Ashwin Street, London, E8 3DL. Feel free to come along.

*There will be a speaker from the City and Hackney Primary Care Group to discuss the development of the Primary Care Trust.

*Health Action Zone Community Development Workers will make a presentation about their work in the community

*The London Voluntary Services Council (LVSC) has been invited to speak on the development of partnerships between voluntary and statutory organisations

If you would like to register with the forum please contact Meshia Kullar on 020 7301 3481 or E-mail jpu@elcha.co.uk.

UNIVERSAL HEALTHCARE ORGANISATION UK. LTD. Working in Partnership to Serve the Black Community

WHO WE ARE AND HOW DID WE COME ABOUT?

Universal HealthCare Organisation was formed by a group of educated African Health campaigners, out of a genuine concern for the plight of Africans from the Sub Saharan African Countries where HIV/AIDS /STD epidemics is taking a very high toll.

UHCO's original aim was to provide people of African and Caribbean origin with the level of health education necessary to enable them to benefit from and access fully the Services provided by the main-stream health service providers eg: Health Authorities across London.

Our initial emphasis was on health education for our black African communities as a means of empowering them to benefit from the health services available. But in the wake of the HIV epidemic in East African region (and with its high velocity of spreading to other regions including Nigeria, West African and Southern African Countries) we had to change to reflect the new realism. Our Team's response was to develop and implement a culturally appropriate HIV/STD intervention strategies targeting people from those countries where the spread of HIV/STD has gone beyond epidemic proportions.

As social exclusion increasingly became an everyday reality among our black African community members, with the increasing level of teenage pregnancies as a major factor within our community, we decided to tackle these twin problems which had engulfed our people simultaneously.

PROMOTING HEALTHY LIVING AND SOCIAL JUSTICE AROUND THE WORLD

We are a caring, friendly, culturally sensitive highly qualified team of health campaigners specialising in health issues affecting Black people, and more particularly, Africans and Caribbean's living or working in greater London and surrounding boroughs, with the aim of improving quality of life, life expectancy of members and client groups. We want to be known as an organisation committed to the promotion of healthy living and social justice around the world.

SERVICES PROVIDED

Home visits
Counselling
Befriending Scheme
Hospital escort and rehabilitation
Information and advice, including grant and benefits advice
Advocacy service
HIV/AIDS club
Seminars/workshops and discussion of health issues
Group support
Outings/Trips
Black Carers Forum
Outreach work -by Trained Volunteers
Community education
Training of healthcare Assistants or community workers
Referral to or liaison with other agencies
Newsletter
Interactive workshops for Teenagers and Parents around Teenage Pregnancy issues.
FREE CONDOMS and family Planning advice service.
FREE escort service to HIV/STD TESTING CLINICS

ALL SERVICES PROVIDED ARE CULTURALLY SENSITIVE TO THE NEEDS OF THE INDIVIDUAL OR COMMUNITY GROUPS AND ARE STRICTLY CONFIDENTIAL.

Are you or is someone you know a HIV/AIDS/STD patient from the black and ethnic minority community? Do you need advice on sexual health issues?

If so contact Peter Udenweze, Steve Or Omar Sheriff us on the numbers below or come to our offices at Unit B3, 3 Bradbury St, Kingsland High St, London N16 8JN.

Telephone 0207 503 0094 or 020 7503 0969 (10am - 7pm, Monday - Friday and answerphone)

Healthy Living Centres

A series of bids for Health Living Centres in Hackney, totalling up to £1million, are being made to the New Opportunities Fund, the new UK-wide Lottery Distributor focusing on health, environment and education. A health living centre has to respond to local communities' needs and wants and should build on existing strengths and services.

There is not a blueprint for a healthy living centre, but they will all focus on health and address social exclusion, mental health, poor access to services and the social and economic aspects of deprivation. To do this they will carry out a variety of activities.

The aim of Health Living Centres is to promote good health in the widest context and present health positively. They will help people of all ages improve their well being, both physical and mental, and get the most out of life.

In the London Borough of Hackney the Local Authority, Health Authority, the Community Health Trusts, the PGG and the voluntary sector have been working together on a Steering Group to develop bids. The bids fall into three main categories -

1. Older people - a bid is about to be submitted, led by The Sharp End in partnership with other organisations providing services to older people
2. Estate-based bids - Nightingale Estate have submitted a bid (contact - Javad Ossoulia) and Holly Street are looking at submitting a bid. The Kingsmead Estate were involved earlier but have since dropped out
3. Black and Bilingual Communities - this is the largest category and about 70 organisations have registered an interest in bidding. The Steering Group is developing a large bid for a healthy living centre "without walls" - that is commissioning services from organisations. This bid will be submitted by December 2000.

The Steering Group is aware of other bids being submitted independently over which the steering group has no control and no responsibility, as they have not been involved.

Shoreditch New Deal is also keen to develop a bid. Contact them direct for further information.

The deadline for first stage applications is the end of 2000, and the programme lasts for five years, after which the projects have to be sustainable. Bids have to be match-funded.

For more information call HCVS on 020 7923 1962

Health Promotion and Community Involvement Training Programme 2000

Health Promotion and Community Involvement is part of The East London and The City Health Authority and has a training programme offering a wide range of courses open to people within Hackney, The City, Newham, and Tower Hamlets. The courses are free to the voluntary sector, statutory and non-statutory and to waged and unwaged people. Charges are made to those from the private sector or agencies working outside of the area.

Examples of courses on offer follow.

General Health Promotion

- Working With Groups

Mental Health Promotion

- Promoting Positive Mental Health
- Introduction To Stress Management
- Post Natal Depression And Its Effects On Child Development

Heart Health & Cancer

- Passive Smoking And Its Effects On Child Development
- Smoking Cessation Level 2 Advisors Training

Sexual Health

- Talking To Children And Young People About Puberty
- Talking To Young People About Sex
- Working With Young People Around Lesbian And Gay Issues And Challenging Homophobia
- Introduction To HIV
- African Communities And Sexual Health
- HIV Therapies
- Women And HIV
- Not Just HIV — And Introduction To Other STIs
- Introduction To Drugs
- Hepatitis A, B, C
- Advanced HIV
- Children And HIV
- HIV Training The Trainers
- HIV Counselling Skills
- Working With Drug Users

For more information call administration on 020 7655 6675.

Other services offered by Health Promotion and Community Involvement include advice and consultancy, providing and development resources and information. Activities focus on supporting front-line workers rather than direct involvement with clients of members of the public. The Resource Library has a wide range of books, training pack and videos, which can be borrowed by anyone living or working in the area with a health promotion role. For more details call 020 7655 6686.

Regeneration Community Involvement

Spark talked to Paul Anderson, a consultant responsible for the Haggerston and Shoreditch area, and asked him about Renaisi's work and community involvement in the organisation.



Why was Renaisi set up?
The Council set up Renaisi as a semi-autonomous body to manage and oversee the funding, monitoring and evaluation of projects in Hackney.

Since 1997 Renaisi has managed £300m government programmes in Hackney from different sources — SRB, Objective 3.4 or RDF, Surestart, DFEE funding.

Management

Renaisi's management committee, which includes the Police, council, HCVS and the Health Authority, set up the organisation's vision and policies. Renaisi's corporate identity is instilled in its 35 or so consultants and workers who work in the three teams based in the following regeneration areas — Shoreditch & Haggerston, Heart of Hackney and Hackney Wick..

Services

There are different programmes in each area. Services provided might be for Hackney-based businesses, or for businesses who want to come into Hackney. Anyone in Hackney with a business idea can go to the Invest In Hackney officers for help to identify premises, get funding, and produce a business plan. Funds from the Community Chest programme are sometimes available to get the ball rolling.

The Haggerston Programme

This is half way through its seven year programme, whilst the Heart of Hackney is winding down in 2001 and Hackney Wick may be doing so in 2002. The Haggerston and Shoreditch area has two districts — residential in the south and business in the north around Dalston. The New Deal for Communities overlaps with this regeneration area, so more consultants are working in this area. There is a need for co-operation and synergy to avoid duplication.

Paul has a background in community development and wants to have more representation at community level, with an active, participative and growing community forum which could become an autonomous organisation. As consultants we should be working to develop structures to allow them to be controlling us, a bottom-up approach.

Historically teams have been very office-bound, but this is changing. Paul is recommending that community development officers are attached to teams dedicated to working in the communities, organising surgeries on how to fill in forms, and empowering groups and residents to be involved. We need to go through a culture change at Renaisi and I think that will be where the future lies for the company". If communities can bid for themselves, Renaisi is achieving its aims.

Does regeneration push local communities out?

Renaisi needs to look at the tendency for people to move out of Hackney to buy their homes or when they are trained. We need to learn to engage with residents and find out how regeneration ensures that they stay on communities and stay in Hackney. Hackney is becoming a trendy place to live. There was a fear that the City would encroach in to Hackney, swallowing up business premises, but in fact the opposite has happened. It is those who work in the City who are buying up the housing stock.

Can Renaisi address the discrepancies between the rich and poor?

Renaisi is an enabling organisation. Renaisi's funding crosses through the council, health authority and voluntary sector in Hackney to ensure that services are delivered. Perhaps borough-wide strategies are needed to look at the displacement of local communities and Renaisi needs to be part of those general discussions.

What are the types of funding available to local communities?

- Business Start-Up Fund — for shop-front renovations in regeneration areas.
- Renaisi supports many projects such as Bootstrap, Ascent 21 (to provide training and place local people in companies according to their skills) and Estate Support Teams (to work with young people in work experience).
- Community Chest Scheme - Any resident through the community forums in the regeneration areas can approach Renaisi to talk about an idea or issues relevant to their area.

A list of names and numbers of those responsible for each area is below left. If residents feel that the programmes are not addressing their needs they need to bring that to the attention of the officers to take it up with the community organisations in the areas.

Black and Bilingual Communities

We work with particular organisations to respond to local needs. We need robust and participative structures so residents can bring their needs to those forums and direct us.

The SRB outputs are set in stone and so can make it difficult to respond to black and bilingual communities, especially if their needs have only become recently known, such as a refugee community new to Hackney since the programme was written. The government has to agree to any changes to outputs.

Organisations identify needs and Renaisi tries to address them. Renaisi can only be as good as the organisations representing the communities. The programme was written 3-4 years ago and Paul Anderson sees a need to work with evolving communities and respond to their changing needs.

Renaisi's future

I hope that Renaisi's relationship with communities improves through the links we have made with the organisations we have supported.

Paul is keen for organisations that want to be involved, to contact Renaisi. We are public servants and are there to deliver a service. We want to establish a relationship with different existing forums as well as reach out to residents.



Paul Anderson, of RENAIISI

If anyone has an idea or issues for their communities that we as public service providers can help to access fund for, they should contact us at Renaisi. People can come in as residents or as small groups and use small grants to develop their profile and get their community behind them for future development.

Interview conducted by Aydin Mehmet Ali for SPARK

CONFEDERATION OF INDIAN ORGANISATION (U.K.)

Training

Capacity Building Training Programme

The CIO has organised a capacity building programme for supporting and strengthening South Asian Voluntary Groups.

The programme runs from up to November 2000, and covers topics that are crucial to organisational infrastructure and development including areas such as business planning, policy development, fundraising and management committee roles and responsibilities.

The training programme has been organised as a result of views and needs expressed by user groups, and in light of the training programme successfully completed last year.

A booklet of the training programme can be obtained from Ansa Khan - Development Officer on: 020 - 7928 9889.

UXL Hackney Wick Community Training Centre re-launched

Hackney Wick Community Training Centre has been relaunched as UXL. With UXL, the Hackney Wick SRB Programme aims to raise business confidence and attract new investment to the area through its Development for Business Programme.

UXL Recruitment's remit will be to service the recruitment needs of the local residents within the Hackney Wick SRB Programme area and of current businesses in the area. The primary role of

UXL Recruitment will be to match local employment opportunities to local residents who are currently looking for employment in the area.

UXL is funded and supported by Hackney Council, Hackney Wick Partnership, Renaisi, New Deal, CEI, SRB and ESF and Wick Employers.

UXL will provide a specialised no-cost service, across the Hackney Wick region, covering these areas:

• Employment Training
• Business Needs Analysis
• Business Audits
• Customised Training
• Pre-Selection and Screening of CV's
• Advice and Support
• Specialised Recruitment Service

For further information please contact UXL on: 020 - 8533 6555 or: 020 - 8986 2037.

UXL Training has brought the CISCO ACADEMY to your doorstep.

This programme will teach students the skills needed to design, build and maintain small to medium-sized networks. It will provide clients with the opportunity to enter the workforce or to further their education & training in the computer networking field.

For further information, contact us on: 020 - 8533 6555.

SPARK is the Newsletter of Hackney Council for Voluntary Service (HCVS).



| | HEART OF HACKNEY | HAGGERSTON | HACKNEY WICK | SHOREDITCH NEW DEAL |
|--------------------------------|---|---|---|---|
| CONSULTANT | Lorraine Lowe 020 7683 8285 | Steve Miles 020 7683 8340 Paul Anderson 020 7683 8279 Russell Peacock 020 7683 8295 | Duncan Spilsbury 020 7683 8344 Terry Stacy 020 7683 8293 (Community Development Manager) | Steve Miles 020 7683 8340 Paul Anderson 020 7683 8279 Russell Peacock 020 7683 8295 |
| SENIOR CONSULTANT | Neil Best 020 7683 8296 | Tracey Thompson 020 7683 8294 | Chris Isaac 020 7683 8315 | Tracey Thompson 020 7683 8294 |
| VOLUNTARY ORGANISATIONS | HACKNEY CVS Adiaha Antigha 020 7923 1962 HACKNEY BARBADOS EDUCATION BURSARY Doreen Gibson 020 7683 0107 | BOOTSTRAP ENTERPRISE Mary Cane 020 7254 0775 ACCESS TO EMPLOYMENT & TRAINING Ian Richardson 020 7729 3553 | KINGSMEAD KABIN Andy Turner 020 8986 2215 THE BARNABOS REFUGEES PROJECT Caroline Hickey 020 8433 0882 | CROWN & MANOR CLUB Richard Allen 020 7793 3818 SHOREDITCH PARK USERS GROUP Maureen Walker c/o 1D, Haberdasher St N1 6EJ |

Spark

The Newsletter of
Hackney Council for Voluntary Service

July 2000

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Disability

CEMVO

Editorial

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**News in
the Sector**

**Refugees
& Asylum
Seekers**



Training

BUMPER EDITION