The Community Issue

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a Compact for Hackney,

Carl Allen gives us an update

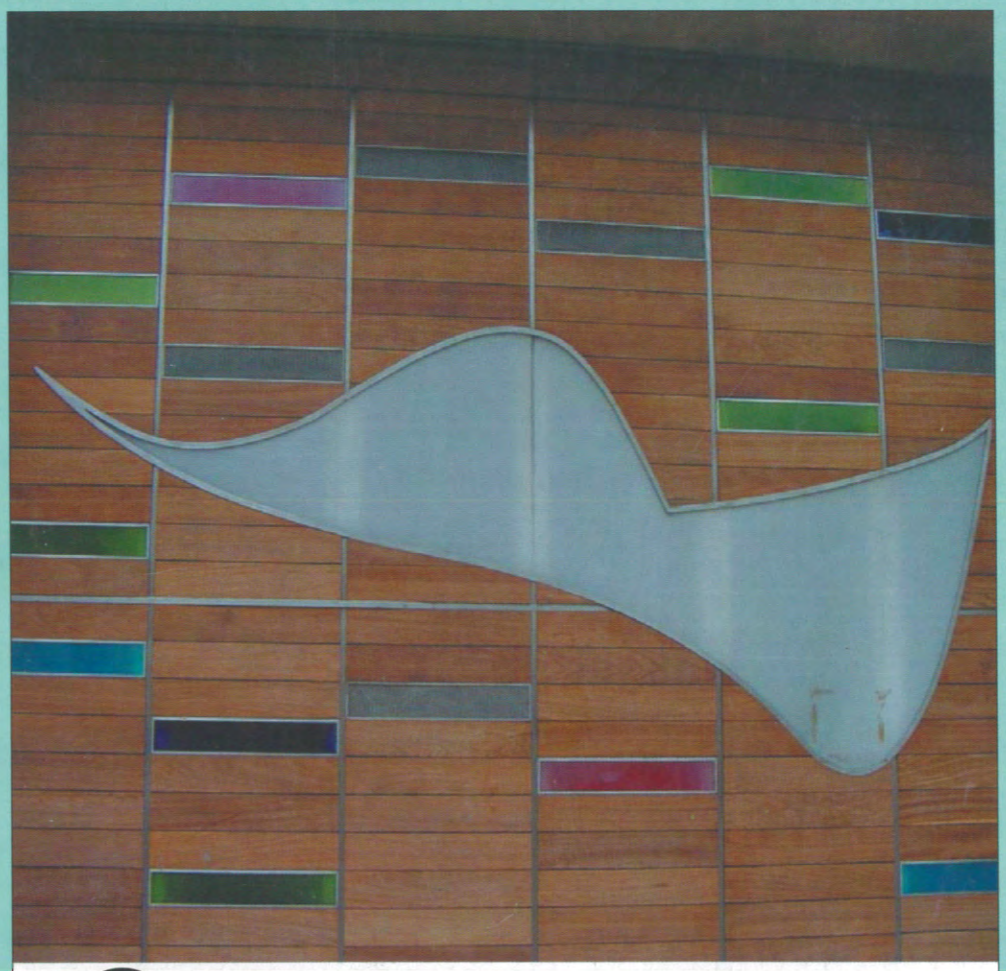
the SPARK interview:

Penny Thompson, new Council Chief Executive

The magazine for Hackney's voluntary sector

SPARK

May 2005



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the community voice

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Refugee Week 20-26 June

Capacity Building pullout

London Fields Lido to reopen

Free disability access audits for community groups

Fun ways to generate income

International Women's Day

Frieda Schicker: London Gypsy Traveller Unit

Latest news on the new the HSP & the CEN

Change Up - an update

LGBT youth network

advertise in this SPACE

Everyone is welcome to advertise in SPARK - Hackney's voluntary and community sector magazine. The magazine is circulated to over 1900 community and voluntary organisations in the Borough. To arrange space in the magazine is simple, just contact ***Jake Ferguson*** on 020 7923 1962 or email: jake@hcvs.org.uk HCVS members get discounts - see below.

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SPARK is an intiative of HCVS, Hackney's leading voluntary sector support agency

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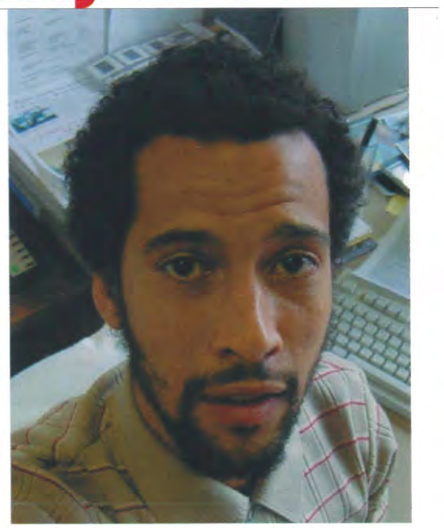

SPARK's back and this time it's for good! I have been absolutely flaggerbasted over the last year by the amount of people who have asked - where is SPARK? Thanks for all your support - its genuinely appreciated.

This May edition is packed with all sorts of info that I trust you will find useful. Just remember folks - in the words of the new Council Chief Executive, 'public service' includes the public, private and voluntary sector. Let's make sure we get our slice of the cake!

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Thanks to everyone who supplied articles and information for this edition

The views and opinions expressed in SPARK are not necessarily those of Hackney Council for Voluntary Service

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Supporting Hackney's Communities

SPARK is a publication of Hackney Council for Voluntary Service (HCVS), Hackney's leading voluntary and community sector support agency. Over 1900 local organisations in Hackney look to HCVS for support and guidance. HCVS offers a host of free services for local community groups, including advice, one to one development surgeries, and training. HCVS administers funding programmes, including the Single Community Programme small grants scheme, NRF and European Objective 2 Projects on behalf of the Community Empowerment Network, and the Local Network Fund small grants programme. We also act as the accountable body for the Community Empowerment Network (CEN).

GEMS are winners!

Congratulations to Gems FC U16 team from Hoxton, Haggerston and Mildmay for joint second place in this years East London and Essex Junior Football League after exciting matches with Leyton Orient Sports School and West Ham Juniors. Also winners of the First Hackney Youth League Unity Cup after a half term tournament with Wick United FC, they are enthusiastically coached by Emeka and Gabriel both UEFA qualified coaches who received their Hackney Youth Service medals at this years award ceremony at the Hackney Empire,

If you want to participate in friendly league competitions or other sports over summer just contact Emeka on 07931 329 325 or Mark on 07717 387 439. Their work is supported by the Football Foundation. Other ongoing activities include Gems Dance and Drama Group who meet every Friday at SPACe Studios, next to the Community College from 7 - 9 pm. More performances soon. All ages welcome - junior to teenage. Ring or leave a message for Bella on 020 7684 0128 or 020 7359 0804 www.gemsoutreach.co.uk.

Gems Outreach is an estate based project, now established for over 10 years and welcomes support from any sponsors and businesses in the community.

Serving Hackney's Vietnamese Community

Tucked away on Whiston Road in Haggerston, the VLC is the London wide Centre for Refugees from Vietnam, Cambodia and Laos, who run a wide range of services for their community.

Two days a week the VLC runs a luncheon club for older Vietnamese people, where they can socialise and play games as well as having traditional food from the canteen. Housing and Social service advice is also available.

The childrens' services include mother tongue classes, family support, sports activities (badminton, table tennis and football) as well as traditional dancing, singing and music lessons.

The VLC also runs employment and health projects as well as offering a translation service.

Co-ordinator Gac Van Nguyen said "There are about 3000 - 4000 Vietnamese people in Hackney and 30,000 UK wide. Most of the service users for the day to day services are local, but people come from far away for the festivals held at the centre".

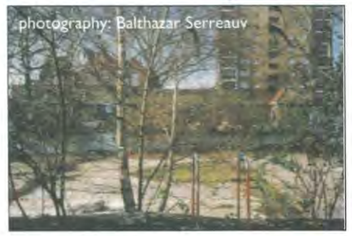
New year festivals are held by each of the 3 communities sharing the centre, as well other Vietnamese festivals - like mid-autumn festival and the upcoming education day where the VLC invites Vietnamese children from all over London to come to the centre for educational activities and games.

Gac Van Nguyen said "We've got this centre and we welcome any group in Hackney to come and use it".

For more information contact Gac Van Nguyen, Centre for Refugees from Vietnam, Cambodia and Laos, 151 Whiston Road, London, E2 8BN Phone: 020 7739 3650

London Fields Lido to re-open - with seasonal roof

London Fields Lido closed in 1988 and is one of 66 lidos built across London in the 1920's and 30's of which just 10 remain open. Hackney Council has announced its £2 million plans to re-open the Lido in Spring 2006 saying "We will be improving access and changing facilities. We will retain the Olympic size 50 metre pool length and provide some shallow water for children… The Lido will be operated by a Not for Profit Organisation and overseen by Hackney Council". Initial plans were for a traditional open air pool, but following local consultation the Council found overwhelming majority of respondents who favoured a temporary roof so the pool could be used year round. The Council's second press release announced "When it closes for the winter at the end of the year, the roof will be fitted so that when it reopens in 2007, it will be for year round usage….The roof will also provide privacy from overlooking buildings which we hope will enable groups such as Muslim women and Charedi Orthodox Jews to use the facility during single sex sessions when the roof is on."



Mike Martin, Chair of the London Fields User Group commented "We insisted that without an out of season roof it would not be of use to the 9 local schools within walking distance. We did originally send the council a whole list of community proposals, which included a gym and restaurant, which would have given the facility much greater financial integrity".

More information: Mike Martin, Chair of London Fields User Group 0775 2833 487 or xm_mart@onetel.com or Hackney Council Community and Leisure Department 020 8356 5000.

Free disability access audits for community groups

The Disability Discrimination Act (1995) is a major piece of UK legislation with the aim of ending the discrimination which many disabled people face when seeking employment or education, obtaining services or using businesses. It asks that organisations make 'reasonable adjustments' in order to overcome the barriers that disabled people face.

The Disability Rights Commission suggests the best way to meet your DDA duties is to follow the advice given in an access audit however the cost of this advice can sometimes be prohibitive, especially for charities and voluntary organisations.

In 2005, Disability Hackney's Action Access Project is able to offer an access auditing/training service free of charge to 25 small voluntary or charity organisations in Hackney.

The audit service includes:

- A training session designed to help employees understand what the DDA requires.
- An access audit of the service and building.
- A report containing practical reasonable advice.
- Support in obtaining the "Positive about Disabled People" symbol.
- Ongoing advice where needed.

The charge for this service would normally be £600.00.

This free service is aimed at small charity/voluntary sector organisations that have not yet begun to explore their duties under the DDA. Priority will be given to small employers (under 15 people) with a small turnover. It is expected that organisations who benefit from the free service commit to obtaining the "Positive about Disabled People" Double Tick symbol from Job Centre Plus.

Further information is available from Howard Whitehead at Disability Hackney on 020 7249 7849 or howard@disabilityhackney.org

disability HACKNEY

the SPARK interview

Penny Thompson, Hackney Council's new Chief Executive

Q. This is your fourth month in office, what's your impression of the voluntary and community sector?
A. Diverse, vibrant, lively, engaged.

Q. What would you see as the sector's role in a borough like Hackney?
A. I see it as critical. I see that we are not going to be able to achieve our ambitions to make Hackney the good place for all of it's population that it needs to be, unless we really work together across the community/voluntary sector, the public sector and indeed the private sector. I'm impressed by the amount of commitment to do that

There's no reason why Hackney shouldn't be one of the jewels in the crown of London. So I do see the community and voluntary sector as having a very important part to play. I see the Council and its partners having an important part to play with them. The government has given the council a very clear community leadership role, in partnership with the community and voluntary sector, the rest of the statutory sector and the private sector.

Q. Is there anything you think will be particularly challenging in the way the voluntary and community sector is engaged?
A. It's always an issue engaging the community voluntary sector because one of its very strengths is its diversity. The fact that its made up of very differently sized organisations and groupings means this strength is also a challenge to all of us - to the Community Empowerment Network (CEN) as much as to the statutory partners.

Q. Does the Council have a strategy for the voluntary community sector?
A. I think you know that, in all that we've said and written about the Community Strategy, we see the voluntary/community sector as being key to this. We want to put in place a Voluntary Sector Forum and to engage with the community/voluntary sector across the Community Strategy's six themes.

Q. What do you feel about the view that the council does things its own way rather than supporting community initiatives?
A. I feel that there is some misunderstanding about the role of the Council, and that by working in the way that I'd like us to, through the family of partnerships, we'll get a better mutual understanding. The Council is made up of elected representatives from the very communities that the community and voluntary sector also come from, and a lot would share views about the importance of advancing community initiatives.

Q. How can we mobilise the fantastic energies and talents that exist in the community?
A. I think that the opportunity afforded by the Hackney Strategic Partnership (HSP) is one of the ways of doing that, using the Community Strategy themes - which came from those very people, so its focus are the things that people care about. I think we should put in place a really thriving set of partnerships that can reflect the concerns and interests of all those groups that you've mentioned.

Q. If a community group is unhappy with a contract arrangement or service, who should they speak to in the Council?
A. The lead on partnership with the Community and Voluntary sector is in the Community and Leisure Department. But in relation to an individual contract, they need to go to the lead officer in relation to that contract.

Q. Will the ALG be managing Hackney's voluntary sector grants program for the foreseeable future?
A. The ALG are contracted to run the for the 2006/7 programme. Our standard review of the provider will commence in summer with a cabinet report.

Q. Research that HCVS has done in East London found that about 50% of the sector's funding came from statutory sources. How will the council be working with your partners to maximise investment into the sector?
A. In the arrangements for the HSP and the partnership taking forward the strands of the Community Strategy, we want to ensure that investment is going on those things that are a priority. The government is very interested in this as well and in the coming years is going to role out Local Area Agreements. I would see us, in due course, becoming part of those. The thinking behind this is to try to make best use of everyone's resources by viewing them in a coherent and cohesive way rather than as separate funds for separate organisations.

Q. The Community and Voluntary sector is often hampered in it's work by short term funding arrangements. Is the council looking at providing 2 or 3 year contracts?
A. We are sympathetic to the view that you want to try to put in place arrangements that allow people to plan and program their work. The only difficulty is that we ourselves are on annual funding. We do understand that, particularly for smaller organisations, the more security they can have about funding arrangements, the better.

We used to use the language of public sector/voluntary sector as though they were completely seperate. I like to use the idea of 'public service' delivered through a whole range of organisations; public, private, voluntary and community. We're in a different world now, because not all 'public service' is delivered through the public sector. It's got more complicated and therefore sharing values between ourselves about the quality of public service and the motivation behind it, is very important.

Q. What's your view on forward funding for voluntary and community groups accessing NRF monies?
A. We understand that in some cases forward funding of NRF programmes is necessary; therefore compelling requests for forward funding from the Council will be considered by the Chief Executive on a case by case basis.

Q. What did you think of the CEN Conference?
A. I thought it was a really well organised event, and also that it was important that I come along and not only speak, but also stay all day and listen and look at the stalls. I'd be very happy to give a commitment annually to such a conference.

Q. The council is developing its letting policy, but does it also have a wider policy about voluntary sector premises?
A. There is a voluntary sector accommodation strategy as part of that policy. There are officers working on it now, working to Councillor Nargis Khan. We have a draft strategy and will be writing to all members of the voluntary & community sector within the next two weeks in order to get their comments.

Q. What is the Council doing about Ocean Music Venue?
A. It's at a very delicate stage, and I have to be careful what I say publicly. The council is absolutely clear that this is a very important resource that we do want to get up and running again. At the moment we are looking at options with the administrators and the Arts Council for England. We are determined that this will be a cutting edge cultural facility for London not just Hackney.

Q. What would you like to see come out of the voluntary sector compact?
A. A mature set of relationships and working arrangements that allow us to advance the Community Strategy, deliver on its aspirations and make our family of partnerships work, so that we are harnessing all of the spirit, endeavour and commitment that you referred to earlier.

Q. What is the time table for the delivery of the voluntary sector compact?
A. In February, Hackney Council and Hackney Voluntary Action jointly announced the Compact pre-consultation process in Hackney Today. This process commenced in March and will provide advice and

information to organisations about what a compact is. The formal consultation process is due to commence in May and last until October 2005. During this time a joint working group will be formed which will represent the statutory, voluntary and community sector to champion the Compact, and take forward consultation within their organisations. Guidance notes are currently being jointly prepared covering a range of issues to inform the formal consultation process.

The voluntary and community sector (VCS) exercise is being administered by Hackney Voluntary Action (HVA). It is understood that a mixture of 6 Umbrella and interest forums have been involved in the pre-consultation so far, and direct contact has been made with a further 30 organisations. The VCS Compact development work is being advertised through sector newsletters.

Q. There has been a history of poor performance in terms of the Race Relations Act, does the council have a strategy for addressing race issues and what is it?
A. Equalities, and race within the wider agenda of equalities, is something that we do take seriously and we do have a strategy. We have both a lead senior manager (Kim Wright), and a lead councillor (Fran Pearson) within the cabinet who are taking forward the equalities brief. We have a strategy to achieve the national equalities standards, and we are committed both to be reflective of the communities that we serve in terms of the makeup of the workforce, and also to have services that are responsive to the communities that we serve.

Q. Any plans for a women's champion or a dedicated women's officer?
A. There are a number of us who could be seen to be championing the role and importance of women in our society both in a political and a managerial basis. It is Important that there is a sensitivity towards the issues that women face. I would see myself as being contactable if there are issues that people want to pick up particularly in relation to gender, race or sexuality or any other equality issues.

Q. What do you think are the strengths and weaknesses of the HSP?
A. I think the HSP has got to be a family of partnerships working to an agreed set of purposes, namely delivery of the Community Strategy, valuing the contribution of all of the sectors and being businesslike in pursuit of the work programs that they are going to deliver. The Partnership Board of the HSP has the potential to add value to the six separate themed partnership boards - overseeing delivery, championing issues and causes that are not just the responsibility of one board, and I hope bringing forward some big ideas that wouldn't necessarily come from each of the themed partnerships.

What money does the council currently give to the voluntary sector?

The following is a list of key areas of expenditure:

- Grants Programme administered by ALG on behalf of Community & Leisure Directorate - £2.25m in 2004/05
- London wide grants programme administered by ALG on behalf of all London boroughs - Hackney organisations received £1.36m in 2004/05
- Social Services contracts with the voluntary sector - £3.8m in 2004/05 (does not include spot contracts for individuals e.g. children placed in Barnardo's or NCH homes and adults/older people)
- Drug treatment and prevention schemes - approx £4m is contracted with the voluntary sector
- Neighbourhood Renewal Fund - £3.8m was allocated to community and voluntary organisations in 2004/05.
- Neighbourhood Nursery Initiative (NNI) - £850,000, Early Years & Nurseries - £2.0 million, Sure Start - £1.3 million, Children's Fund - £1.2 million. Total = £5.3 Million
- Shoreditch NDC programme (Administered by the Shoreditch Trust approximately £1.5m awarded to the community and voluntary sector 2004/05)
- Woodberry Down & Stamford Hill SRB £1,020,000 (Administered by Renaisi)

Q. You have called the HSP a 'family of partnerships'. Within a family there's always stronger and weaker siblings, with the voluntary & community sector traditionally the weaker partner. What do they need to do to be an equal partner in the HSP?
A. There are some differences, in roles and responsibilities. In terms of playing an optimum part, the community and voluntary sector needs to behave in a way that demands it is taken seriously and needs to behave as though it were an equal partner. There are some areas where this is already happening, like health and social care, the community and voluntary sector plays an extremely important, valued and recognised role - and I don't know if it would see itself as not having a profile or a key contribution to make, because it does.

Q. How can the community organisations get involved in the HSP if they are not a member of one of the partnerships or the CEN?
A. Our approach is to try to be inclusive as possible, yet also business like. There will be engagement through subgroups, and we also want to have regular stakeholder conferences for anybody with an interest in whatever theme it is. The purpose of that would be, both to report on progress, and to seek the views and ideas of people who could make a contribution.

Q. Delivering Local Area Agreements (LAAs) - where has the council got to on these?
A. This is one of first things we should talk about in the newly formed Partnership board. We need to get ourselves in a position across the organisation to be fit for purpose, to make the best of them. If LAAs work well, should be a way of reducing the onerous performance reporting arrangements and also of pooling resources which there is a significant commitment to.

Q. Are you ring fencing money for the Sector?
A. Very early days - nothing has been sorted at all. We need to look and see how pilot LAA's have been brokered across the country and learn from them.

Q. What's the CEN's role in your opinion?
A. As members of the 'mother board' the CEN will play a part in helping us to formulate what would make sense. My previous experience of LAA's was that the way that we approached it was to hold a stakeholder conference to say 'what can we do with this?' The CEN will be very important in helping us with the thinking and the planning and looking to see what's worked elsewhere. You will have intelligence through your networks to vitally inform the process, just as the public sector will. We need to pool all that learning from elsewhere.

Q. The CEN and HCVS are developing a long term Community Investment Programme in line with the Community Strategy - do you think the CEN leading on community empowerment is a good approach?
A. That's why we've got the CEN - and the key issue is how best to do it, and again we need to look at what's worked here and in other places.

This interview with Penny Thompson took place on Monday 11th April. Thanks to Kat Myers, Head of Communication and Liz Hughes

Q. What do you expect to get from the HSP Partnership Conference on the 12th May?
A. Ideally for people to embrace the aspirations of the Community Strategy and the family of partnership arrangements to take it forward and to commit themselves to making it work.

I'd be happy if at the end of that session we know when each of the boards is meeting, when stake holder conferences are going to be held and we're clear how we're going to judge ourselves to see if we're making a difference, because that's what it's all about.

Q. Where do you see the borough in 5 to 10 years time?
A. I would very much hope that it is a better place to live in. I would take as indicators of success that we have stabilised the population a bit more, have parents choose to use our secondary schools as their first choice, and a higher proportion of our young people using our schools. Transport should be better by then and we should have seen an upgrading of the North London & East London line extensions. I would also expect the cultural and sporting opportunites offered in Hackney to have improved.

Q. How will you know you have been successful as a chief executive?
A. One measure will be how the council is rated. Obviously my ultimate ambition is that we become an excellent council, but we've got a number of stages to go through. Another measure will be the degree to which we are achieving the ambitions of the Community Strategy. Ten years, in the lifetime of the most deprived borough in the country, isn't a huge period of time, but we will know whether we are making a difference. The judgement of our partners and staff on my contribution will also be an important measure - whether people have been clear about what I have tried to do, and have felt inspired and also valued for the part they have. One thing you can be sure of is that I will give it my best shot.

Ocean waves goodbye?

Ocean Music Centre opened in March 2001 with aspirations to be not only the premiere music venue for Hackney, but also a London wide urban music venue. Nearly £25 million of public money later, it closed in November 2004 and is now in the hands of administrators. How did it happen? And what is it's future?

Ocean was established with £23 million of funds from the Arts Council, the LDA, Hackney Council, English Partnerships and the European Development Fund. During its brief life it also received subsidies of £900,000 from Hackney Council, £350,000 from Hackney's Neighbourhood Renewal Fund and £490,000 from the Arts Council - with a further £700,000 of funding earmarked. Hailed by Time Out Magazine as "the most technologically advanced music venue in the world," initial reviews of the program were expectant, while the interior was described as "more MFI than fly".

What went wrong?

The idea was to use the commercial activities to cross subsidise use by community arts organisations at reduced rates. This failed to happen and instead the venue was kept open by its big public subsidy while local arts groups found themselves often not welcome, or offered commercial rates. As Lana Vanzetta from White Kat Records said, "It was exclusive in the bad sense".

Ngoma Bishop, Chair of BEMA and a leader of the Higher Level Action campaign for justice for the Hackney Arts and Music community said,

"I'd like to see an investigation into how so much money could be spent"

Elaine Paul, Higher Level Campaign and Project Manager, Sounds Good Multiledia

"This building was meant to be a place where aspiring young musicians could gain access to a quality venue and perform alongside more established artists. It failed because it wasn't thought out properly"

Adam Hart, Director of HCD which has built the Dalston Culture House for just £1.4 million, offered an explanation for the failure, "The contrast could not be starker with the Hackney Empire, the Dalston Culture House and Centerprise, who have had to fight, borrow and beg for every penny, but are succeeding because they consist of committed, competent and dedicated organic organisations and people working out their love for their art and a desire to improve Hackney for all."

What is the future?

Adam Hart went on to say "The only sensible thing to do is to sell it off and create a new fund from the proceeds to support real arts organisations, cultural venues and spaces and artists in Hackney".

However Hackney Council said, "[We are] absolutely clear that this is a very important resource that we do want to get up and running again. We're looking at the options at the moment with the administrators. It's important to convey that just because it's sitting as it is, we are not, not doing anything".

"We are continuing to work with Hackney Council to make sure the venue has long term community use"

a spokesperson from the LDA

And many community groups support moves to get it re-open again. White Kat Records are putting in a community orientated bid to take on Ocean while Higher Level Action have proposals for its use focussing on community access and involvement in the management of the building.

The Arts Council, whose funding for Ocean amounts to nearly £15 million, said "We are working with Hackney Council and the administrators to look for solutions to Ocean, and that includes looking at other organisations that might run it. We are also committed to supporting Rising Tide".

Rising Tide - the education arm of Ocean is now an independent organisation working with 600 young people a year and supported by the LDA and Hackney Council. Gabin Sinclair, who was Director of Education at Ocean and is now MD of Rising Tide, said, "The best thing for us would be to come to some arrangement to independently lease the education suite within the building so we can continue to deliver courses".

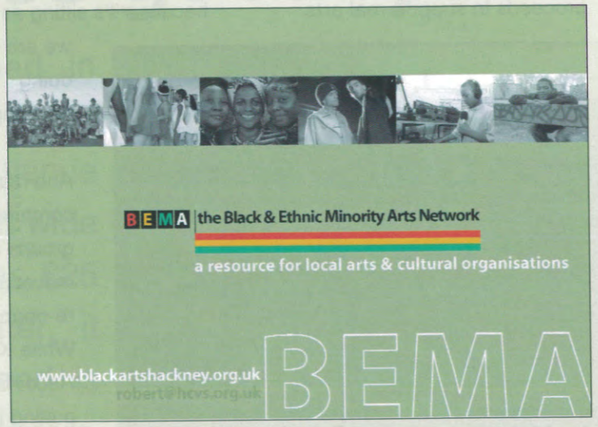
Calls for investigation and accountability

Higher Level Action says in its press release "sections of the Hackney Arts Community are fed up with being continually sited as the reason why more and more resources should come into the borough, yet rarely being involved....when the money is spent, or when key decisions are made". And they go on to ask for publication of the funding and financial arrangements for Ocean, identification of personnel and Board members and clarification of the ownership of the building - as well as recognition of local community organisations as stakeholders.

Elaine Paul from Sounds Good Multimedia, supporters of Higher Level Action, summed it up saying "I'd like to see the community have a say in how the building is run and have access to it. I'd also like to see an investigation into how so much money could be spent and everyone just walks off into the sunset".

BEMA moves to an Executive position

BEMA - the Black & Ethnic Minority Arts network - set up by HCVS to strengthen local BME arts and cultural organisations, recently held elections to its Executive Committee. The following people were elected as BEMA officers: Ngoma Bishop (Chair), Elaine Paul (Treasurer), Dean Okai (Secretary), Elroy Bailey (Vice Chair) and Hermann Djoumessi (Publicity). BEMA now that it has its own committee and constitution can manage its own affairs, put in their own funding applications and above all open their first bank account.



To contact BEMA email: robert@hcvs.org.uk or visit their website at www.blackartshackney.org.uk

BEMA directory is published

BEMA has developed a comprehensive directory of information about over 50 local BME arts organisations and cultural industries. This directory provides a colourful profile of the size and diversity of the local BME arts scene. Useful for both practitioners and local people, this directory is a much needed local resource.

Speaking about its publication, Robert Quaye, BEMA Coordinator said, 'BEMA should be really proud of what they have achieved. This is only the tip of the iceberg of local cultural and arts organisations. There is some much out there underground in Hackney'.

To download a copy of the directory please visit www.blackartshackney.org.uk

Things you should know about BEMA

- 15,000 Hackney residents rely on BEMA creative industries and community arts organisations
- The average BEMA organisation engages with 712 local people
- Three quarters of members offer specific training and skills in creative industry activities or cultural education and awareness while 61% offer mentoring and life coaching skills.
- 69% of BEMA organisations provide community safety and community cohesion activities
- BEMA organisations reach out to the most marginalised communities, such as refugees who account for 19% of all participants, and young people under the age of 21, who account for 45% of participants.
- Most organisations live on a knife-edge, with the continual support of volunteers and local funding sources being absolutely paramount to their survival.
- **Despite providing vital atrs and cultural services not one BEMA organisation owns their own premises or building.**

The BEMA Member Audit was conducted by the Burns Owen Partnership on behalf of BEMA and funded by the Hackney Cultural Forum. The research surveyed 26 BEMA organisations and took place between 6th December 2004 and the 28th January 2005.

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BASS GUITARISTS : ELROY BAILEY (Black Slate, Pink Floyd)
GIFFORD BARRY (Junior Mix)
VOCALIST: LYNN GERALD (International soloist, Lion King Musical)
MIDI TECH : JOHN BAILEY (Amazulu, Midi Music)

DANCE TUTORS:
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JEAN MCGLASHAN: Choreographer / MDMD Arts Professional appearances in the Dance theatre
FRANCESCA TYSON: Dance Coordinator / Choreographer for MDMD Arts.

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REBEL MUSIC AGAINST VIOLENCE - GET REAL ABOUT MUSIC & DANCE !!

Sport Hackney - a new voice for grassroots sport

an interview with Lawrie Baker, Sports Development Officer, HVA

What is Sport Hackney?

It's the new grassroots voice for sport in the borough. We will be lobbying the Council on issues of importance to sport and physical activity in Hackney, and we will elect 3 representatives on to the Hackney Sports Forum.

Everyone involved with grassroots sport in Hackney is welcome to attend the meetings.

What is the Hackney Sports Forum?

It's made up of key statutory and voluntary providers of sport, physical activity and health services in Hackney and has the responsibility to deliver the sport and physical activity strategy.

What will be on the agenda of Sport Hackney?

At the next meeting we will be adopting a constitution and electing a committee, as well as talking about setting up the criteria for the small grants program for next year. We have funding from the Neighbourhood Renewal Fund for grassroots sports initiatives.

At future meetings I expect we will talk about the facilities at the new London Fields Lido, the re-opening of Clissold Leisure Centre, the impact of the Olympics and the Council's review of pricing at leisure facilities.

We will also monitor the way the sports strategy is being delivered.

What about football?

Issues to do with football are dealt with at the Hackney Football Partnership.

What is your role?

I am funded by Sport England to provide funding advice and help with capacity building and volunteer referrals for sports organisations in Hackney.

Next meeting details

Sport Hackney will next meet on May 4th at 7pm. Venue to be arranged.

Hackney Football Partnership meets on the first Thursday of each month at 6pm at the Queensbridge Centre.

More information

Lawrie Baker, Sports Development Officer, Hackney Voluntary Action, 92 Dalston Lane, London E8 1NG. Phone 020 7241 4443 ext.22 Email : sportingchance@hackneyvoluntary-action.org.uk

£4m for community sports projects in the UK

Community Foundations have been entrusted to distribute £4million on behalf of Sport Relief to projects in the UK that use sport to tackle the exclusion and isolation experienced by some of the poorest and most disadvantaged communities.

Half the money raised through Sport Relief will be spent in the UK. Groups can apply for money from £250 up to £5,000.

For more information on the programme and how to apply, community groups should contact the Community Foundation. Visit www.sportrelief.com for more information.

Hackney Womens Forum on International WOMENS DAY

For the past year women have been actively participating the Hackney Women's Forum to raise awareness of women's issues and discuss ways forward for tacking them. This networking event that members organised for the International Women's Day officially launched the Women's Forum and invited local women to come and see what kinds of services women's groups and community organisations are providing for the benefit of local women.

Hackney Women's Forum held an International Women's Day event on March 30th at the Round Chapel in Clapton. The theme of the day was 'Celebrating women in Hackney'. Over 30 information stalls were available for local women to find out about local services as well as receive information on a variety of issues, from training to heart prevention to volunteering and job opportunities. Although the weather was typically grey and overcast over 100 women came out to support this networking event. By mid-day women and children joined with the Mothers Against Guns group to release peace balloons in front of the Round Chapel calling for the end of violence on Hackney's streets. Izzat, a spokesperson from Mothers Against Guns, spoke eloquently about the need for women to take preventative action and not wait for violence to come knocking at their doors.

Besides networking and sampling the taster sessions women were able to be take delight in the following cultural performances:
" Traditional dancing by members from the Refugee Cultural Workers Association
" Acting by young people in a drama promoting a strong message about HIV/Aids and women.
" Singing by Yesika Zevulana, a member of Black Women in the Arts.

Volunteers distributed membership packs inviting local women to join the Women's Forum. The election of a women's representative, Nazima Osman, on the Hackney Strategic Partnership means that women have a channel to voice their issues as well as gain feedback about the decisions being taken that will have an impact on their lives. The Forum was set up to provide women with an opportunity to express their needs and help work to influence local decision making and planning bodies, such as the Hackney Strategic Partnership.

For further information, women should contact Nazima on doctornazima@hotmail.com

Hackney Refugee Forum AGM

Friday 19th May 3.30 - 5.00pm
HCVS conference room - all welcome
For more info, contact Ali Aksoy on 020 7923 1962

A network for young Gays and Lesbians

The Young People's Steering Group was set up in 1999 - originally to oppose cuts in the youth service affecting lesbian, gay, bisexual and transgender (LGBT) young people.

They are now an independent voluntary organisation run by young people and offering funds for LBGT youth provision.

The Young People's Steering Group objectives are:
- to advise without prejudice, offer consultation, and help with policy development;
- to educate by access to information, through workshops and peer education projects; and
- to support young people in their emotional, physical and social development.

Mustafa Korel, ex chair, and now consultant to the group identified the main barrier to their work "It's prejudice - not from the funders - but in the partnership work that we might do. For example if we go to a community group as LGBT young people, our voices are not heard". Another difficulty is encouraging young LGBT people to get involved - partly from a fear of becoming visible. There is so much stigma around. When we go to schools to do workshops you can feel the peer pressure and hear young people using the word 'gay' as derogatory".

The Young People's Steering Group recently hosted a youth led residential for 12 young people in the Malvern Hills for 3 days focussing on peer education around drug and alcohol misuse, and giving accreditations for achievement.

For more information or the advice line, please contact the Young People's Steering Group on 020 8533 2174 on Monday, Tuesday or Thursday after 2pm or email ypsg@positive-thinking.com

Staying Out in Hackney

When the UK's first LGBT History Month was announced, the young LGBT people of Hackney were determined to take the opportunity to celebrate the lives of all LGBT people ... past, present and future.

Finding nothing substantial happening at a Local Government level, they decided to hold their own event. The funding and organisation of this event was entirely by the young peoples' steering group (ypsg).

The brief for their event was to turn a youth centre into a gallery space and fill it with installations that had been created by the LGBT young people who attend the Staying Out Project in Hackney. The featured installations included: paintings; photography; poetry; sculpture; interior design; 'the rise of the drag queens' exhibit; a memorial wall for those LGBT people who have been lost to homo- and trans- phobia; and, running along the entire wall, a timeline of LGBT history from the age of mythology to the present that outlined the people and events that have had an impact on the LGBT community.

On the launch night itself, there was a full house of both professional and personal friends of the ypsg, and the exhibition was so well received that it was extended to run for a further week to allow those who had missed the launch to share in the work that was displayed.

If you would like to know more about the young peoples' steering group (ypsg) or the Staying Out Project, please call 020 8533 2174.

working with children, young people and families?

If you are a Hackney-based community project **working with vulnerable children, young people and families** and you need help developing your organisation, please get involved in HCVS' specialist Capacity Building Programme

general service

one-to-one advice surgeries

email group for projects

childcare projects network and partnership

events calendar

governance support

training sessions:

child protection

outcomes - reporting your results to funders

insight into commissioning process

business planning

covering your costs when fundraising

give us a call on 020 7923 1962

This project is funded by
the Hackney Neighbourhood Renewal Fund

H S P
Hackney Strategic Partnership

Hackney Council for Voluntary Services (HCVS)
84 Springfield House, 5 Tyssen Street, London E8
Tel: 020 7923 1962 **Fax:** 020 7275 8577
Email: kishore@hcvs.org.uk

hcvs
Supporting Hackney's Communities

Calling organisations supporting vulnerable children, young people and families - *your chance to have a free Organisational Health Check*

What's it all about?

HCVS is working with the PCT and the NRF to deliver a capacity building programme for organisations supporting vulnerable children, young people and families. HCVS recognises the important role that community organisations play in the safeguarding children agenda. We know that volunteers and staff in community organisations are often the first point of contact for children, young people and families. Your organisations act as a point of trust for local people and play an important preventative role in safeguarding children's development.

How can we help you?

If you are supporting vulnerable communities then read on. Do you know how to report the results you achieve? Do your data collection systems allow you to provide the right type of data and make an informed analysis of your work? At HCVS, we know the demands you already face as busy organisations responding to lots of users needs, we know your chances of securing funding relies on your good work and quality systems and that you have in place to report on your good work.

HCVS is here to help. This project is has been developed by us to:
- guide you with developing your children's policy and services
- increase your access to appropriate grant making trusts and local statutory sector funding for your target group
- create a pathway so that you can channel your views to the right part

of the Hackney Strategic Partnership; and
- decipher the new policy agenda so that you can understand it

In future editions of SPARK we'll be featuring your good work, and updating you on new policies ands strategies. Every three months you'll have a chance to meet a local organisation featured in our profile section. This time it's UEL Network featuring Ebony Cancer Care.

To find out more or to book an HCVS one to one advice surgery please contact info@hcvs.org.uk or call 020 7923 1962

CASE STUDY - UEL network

UEL Network is an umbrella organisation, which aims to co-ordinate services with the fields of Education, Health and Social care. Its core aim is to meet the various needs of specific client groups, through projects offered via three smaller organizations, which are: Ebony Cancer Care, UEL Youth Project and UEL Health and Social Care. The UEL Network keeps organisations up to date with national, helps client groups access leading professionals in the fields of Education, Health and Social Care and addresses inequalities within these.

Ebony Cancer Care empowers Black and Minority ethnic people who have been affected by cancer, through the education and training

UEL Youth Project provides young people with a range of opportunities, which can enhance their knowledge, behaviour and skills and ultimately encourage them to develop to their fullest potential.

UEL Health and Social Care (project under development)

The Directors for UEL Network are:
Yvette Allen - B'Ed (Hons) Secondary (Youth and Community), MA Education and International Development.

Yvette's background is in Education, Youth work and Residential Care work (children and young people). She is a qualified teacher with fourteen years teaching experience both in the UK and Africa. She specialises as an Education Advisor for raising the academic achievement of African/African Caribbean students.

Karen Gordon - Bsc (Hons) Nursing, PgDip Community Nursing. Karen's background is in Youth work and Nursing. She is a Nurse Manager and Health Visitor. She has worked with teenage mothers to develop their parenting skills.

Does the crime serve the time:

an ex-youth offender speaks to SPARK

Does the crime serve the time - That was in the olden days Not in this day and age - today we have choices - to some degree!

Offenders who get caught face at least two options - either the court makes you serve time for the crime committed outside of prison, this is known as serving a "Probation Period" or serve time for a fixed period - inside prison. Depending on the nature of the crime prison is sometimes the only option. If you are given probation be grateful you're not in the prison graveyard!

During a probation period offenders take part in all kind of various schemes and courses to help you stay on the right track - that's getting an education, qualification, the right job and doing "community Service".

Black communities are very concerned about the high number of males in prison and secure units. Although only 2% of the population, black people make up over a quarter of the prison population. We all know more must be done to keep our generation the right side of the law.

black people make up over a quarter of the prison population but only 2% of the national population

'One thing to remember when you're doing probation - it's just a step away from prison - prison will take over your life'

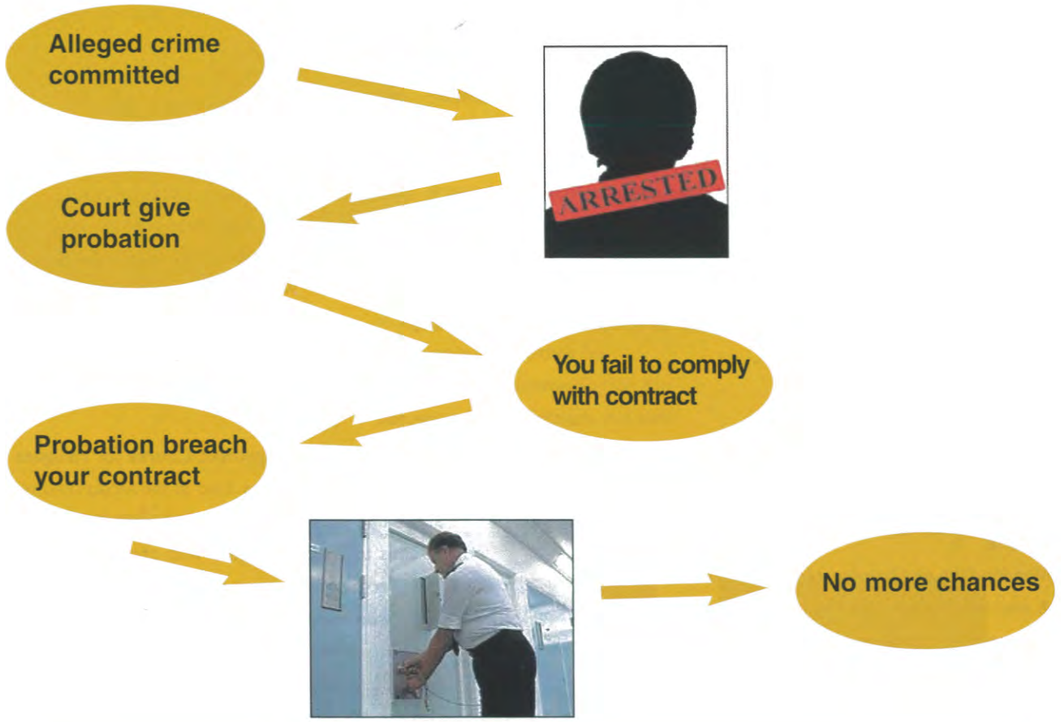
Probation - an option for offenders?

So what's probation all about and what happens!

Probation is a good way to cut back on the number of young black people and adults getting custodial sentences. Probation is not as bad as people think.

There are some probation officers that help you but there are also ones that judge you on either your offence or your record and some who just don't like you. Whether they like you or not, Probation Officers are there to keep you out of prison. The one thing to remember when you're doing probation is that it is just one step away from prison. As much as it may get in the way of your personal life, I think you know that prison could get in the way a lot more. Probation won't tell you what to wear, when to sleep or wake up. Probation aint only about keeping you out of prison, it's also about getting you into a job or college. It's about putting you on the right path going somewhere. Getting you into that stable routine, whether it's waking up, going to work or college and getting your pay at the end of the month or your qualification at the end of the year. They can also help you find accommodation. Probation has made me realise that I have to do something with my life.

Yes - the Government wants you in 'the system' - employed, studying or an entrepreneur.
The older you get, the harder it gets. Find something you are good at. You can turn your life around with a lot of help. Working in the community is a good route.



10 tips for staying out of trouble

- Don't get caught slipping in the wrong crowd.
- Don't ever let the police get to know you for anything.
- Always be honest with yourself, whoever you meet.
- Listen to your inner voice, it's always right.
- Think ahead and never at the time.
- Stay on the right track - don't follow the wrong one.
- Get to know your rights.
- Trust yourself and then you will know who to put your trust in.
- Do not do what you know will put you in trouble.
- Never try to prove yourself to others, just prove yourself.

Refugee Week 20th to 26th June

by Ferhat Cinar

Refugee Week is the 3rd week of June (20th-26th June this year) when people all around the country organise activities, events, exhibitions, meetings, conferences to highlight issues, dispel myths, and celebrate achievements, contributions that refugees make in this country. There are 30-35,000 refugees in Hackney.

There are 30-35,000 refugees in Hackney. Every year in Hackney we organise conferences, festivals, consultation meetings, art and drama activities to raise awareness, developing partnerships and providing opportunities for agencies to make their services more accessible and create a better understanding of the issues. Hackney is one of the most multi ethnic, multi cultural boroughs in Britain where refugees from all around the world meet people sharing similar culture and history. The cultural dynamism of Hackney is, in part, due to a history of people visiting the Borough at different periods of time and bringing with them the variety and richness of their global heritage. However it is often a downward struggle to include refugee issues in mainstream services. We need to keep up our good work and not to let people to get off the hook when local or regional plans and strategies are decided. This year Refugee Week will provide a good opportunity for us to voice our concerns and celebrate the meeting of cultures.

At every election refugee issues are played upon by the Political parties for political gains which has a negative impact on race relations. This negative media profile means that some local people think that their suffering, poverty, poor housing and unemployment are partly due to new people coming into Britain. The facts and figures show that refugees contribute to the UK economy much more than they receive through welfare services. For more information on these facts and figures please visit www.refugeecouncil.org.uk

What's on?

Two days Community Theatre and Forum Theatre Course

Monday 20th and Tuesday 21st June - 10.30 to 5.30pm. A two day Community Theatre and Forum Theatre Course to facilitate community participation, and empowerment. This two day exercise-based course is for people who are new to these techniques and who want to get experience on using them in their work. It is open to all refugee communities and organisations linked to refugee communities or issues. It's free. For more information and to book places please contact Ferhat Cinar on 020 7275 2732 or email him on ferhatc@safh.org.uk. This project is funded by the Single Community Fund through HCVS.

Refugee Schools' Project Launch

Wednesday 22nd June - 3pm to 6pm at Shacklewell Primary School, Shacklewell Row. Led by Social Action for Health in partnership with Learning Trust, Shacklewell School and the Refugee Arts Project. If wish to take part please contact Ferhat Cinar on 020 7275 2732 or email him on ferhatc@safh.org.uk

Half day taster Self Management Course for refugees

Thursday 23rd June - 1pm to 5pm at the Arcola Theatre. Organised and led by Social Action for Health this course aims to enable refugees with chronic health conditions to better manage their lives through some exercise based techniques. It is free. If you wish to take part or get more information please contact Susie Crome on 020 7275 2738 or email her on susiec@safh.org.uk

Benefit Event for refugee communities

Friday 24th June, at Chats Palace. Organised by Hackney Refugee and Migrant Support Group (HRMSG). If you wish to take part or contribute with a performance please contact Rayah Feldman on 020 8985 3235 or email her on rayah@gn.apc.org

Community Conference to discuss refugee issues

Saturday 25th June. Venue to be confirmed. A community conference organised jointly by Latin American Advisory Committee, Refugee Workers Cultural association and IFTEEN Somali Women's Group to discuss refugee issues. For more information or to take part contact Ali Aksoy on 020 7923 1962 or email alisermin@hotmail.com

Hackney Translation Co-op wins National Awards

Article Translation and Interpreting Service, based in Dalston, have won the Federation of Black Housing Associations' annual Black and Ethnic Minority Social Housing Award. This follows on from them winning the UK Housing Award 2004 for Good Practice in Diversity.

Article Translation and Interpretation Service is a co-operative business set up by six Hackney Housing Associations and HCD.

They offer interpreting and translating in Turkish, Bengali, Somali, Punjabi, Spanish, Portuguese, French, Amharic and a range of other languages.

Article co-ordinator Ydidia Bitsue said "Now we are expanding we need to find more people with translating and interpreting qualifications in any language". Translators and interpreters can either be contracted by commission or can become co-op members and help with the running of Article.

Bitsue went on to say "We are able to keep our prices very competitive because we are a small member-run organisation. For example we charge £17.50 to translate up to 100 words".

Article are offering a 15% discount on the first commission to all Spark readers. Offer lasts till end of June 2005.

For more information please call Bitsue on 020 7249 6578 or email info@articletranslation.co.uk

Article

Somalis celebrate International Women's Day

On the 30th March 2005, ISCOM Trust organised a big party for Somali women as part of the International Women's Day Celebration. The event, which attracted more than fifty women, was held at ISCOM's Somali Family Centre in Clapton E5. The Party featured an exhibition of Somali culture, and included music, dances and cultural food creating a relaxed, entertaining atmosphere. The women's service is at heart of ISCOM Trust and the Organisation is currently developing the Somali Women's Encouragement Group. This group organised and advertised the women's celebration event.

ISCOM Trust is a refugee community organization, formed in 1994 to work with, and on behalf of, Somali refugee and asylum seekers. Their Centre offers a wide range of activities for all ages including culturally appropriate advice, befriending, advocacy, home care, translation and interpreting, as well as addressing more long-term needs such as children's activities, adult education, care services and social and cultural activities. It is a user led organisation with an active management committee that reflects the gender and age range of the community.

For more information, please contact: Miss Nadia Osman or Mr Ahmed Hadi Said on 020 8806 8757 or drop into the International Somali Community Trust, 85A Upper Clapton, London E5 9BU

What is the Police Consultative Group (CPCG)

The CPCG was set up to tackle issues of crime and community safety raised by local people.

Hettie Peters, chair of the group, says "It is important to stress that the consultative group is independent of the police and independent of the Council - it belongs to the community".

At the regular CPCG meetings people can come and speak directly to the police or other relevant Hackney agencies about issues of crime and community safety they are unable to get resolved elsewhere, like neighbourhood noise, crack houses and school exclusions. The Borough Commander, Simon Pountain, attends each meeting.

Publicly relevant issues are discussed openly, while private issues are passed to the relevant agencies (eg housing or social services). Questions are either answered immediately or at the following meeting.

To raise issues with the Consultative Group, you can either attend a meeting (see details below), or write to Clive Allanso, CPCG, Hackney Council, Town Hall, Mare Street, London E8 1EA.

Next meetings: 6:30pm on 2nd June and then 28th July - venues to be arranged. For venues or more information please call Clive Allanso on 020 8356 3307

Enterprising East End.....good news for businesses

Wise Owls, the not-for-profit Hackney-based company dedicated to tackling ageism and encouraging local enterprise has recently won a contract worth over £500,000 from the Government Office for London (ERDF) and Hackney Strategic Partnership to run an ambitious business-boosting service 'Enterprising East End'. The cash injection is helping fund free or subsidised support to small and medium enterprises (SMEs) across Hackney and the East End.

As part of the service Wise Owls has launched www.enterprisingeastend.com - an interactive website which lists current workshops, events and consultancy support. The service is primarily focused on meeting the needs of local enterprises and employers including those which make up some of Hackney's 2000 strong voluntary and community enterprise organisations across the borough. The programme kick-started in November last year and is aimed at helping east London firms become more competitive, sustainable ... and profitable! Experts from relevant sectors of business provide consultancy advice and practical support through workshops and business seminars to businesses on various issues including:

- Company formation and legal contracts;
- Accounts, cash flow, tax returns; Finance raising;
- Website development;
- Personnel recruitment; fire prevention and health and safety guidelines;
- 'Greening' business opportunities;
- Developing a local or social enterprise amongst others.

Expert advice and consultancy plus specialist training for employers and employees can be provided at your place of work.

Chris Walsh, Wise Owls Director, said: "Since starting the project we have helped over 100 enterprises access the information, support and consultancy they need to prosper and grow in the new competitive, customer, quality and environmentally-driven business climate".

To book a seminar place, book a free one to one session or to find out further information on this programme please contact: Wise Owls on 020 7923 7771, fax 020 7923 9230, e-mail marketing@wiseowls.co.uk or go to www.enterprisingeastend.com

Rooftop Revelry with Virtual Gallery @ Hothouse

Visible from across London Fields and the Stansted to Liverpool Street Train line, Free Form's Stand Up Tall photography group have recently screened their fantastic portfolio of digital animations from a 12-foot cinema screen poised elegantly on the roof of Hackney's awarding winning Hothouse premises.

Virtual Gallery @ Hothouse screened the young people's animations as part of Hackney's season of Events in Parks and created a great opportunity to celebrate Hackney young creative talent. The Virtual Gallery was launched on Monday 21st March, when the young people were joined by local residents and Councillor Geoff Taylor, Speaker of Hackney, to view the digital projections.

The Visual Arts Galleries Association recently cited that 82% of Londoners think arts play a valuable role in the life of the country. With just over a third of the population visiting a museum and/or an art gallery in the past 12 months, we hope that this project will encourage local young people to explore Hackney's range of exciting museum's and galleries.

Free Form's award-winning Stand Up Tall programme is aimed at young people accessing Bootstrap Enterprises' 'Schools Inclusion Programme', who are at risk or excluded from Hackney Secondary Schools. The accredited NVQ course offers students an introduction to digital photography, image manipulation and animation, alongside developing their skills for working life. Tutor Ben Johnson said 'They've really overcome difficulties, they've focused on the course and achieved immensely because of that. It's great to see them move forward and see them showing off their design work and chatting about it so purposefully.'

Chris Williams and William Au award winners at Hackney Youth Awards, Hackney Empire 7th April 2005

Free Form www.freeform.org.uk creative network

Peer Support for Artists
Developing artists ideas for presentation to clients

A programme of 5 one hour sessions
plus access to artist seminars at the HOTHOUSE

Seven visual artists will be selected through interview
Sessions will begin in May 2005 by flexible arrangement

To apply send CV and 3 images of work or CD to:
Meg Aubrey; [e] Meg@freeform.org.uk

Free Form Arts Trust
HOTHOUSE 274 Richmond Road London Fields E8 3QW

London Sustainability Weeks 2005

There are now over 300 confirmed events taking place for LSW2005 beginning on June 5th to celebrate World Environment Day.

JUNE 5 - JUNE 19

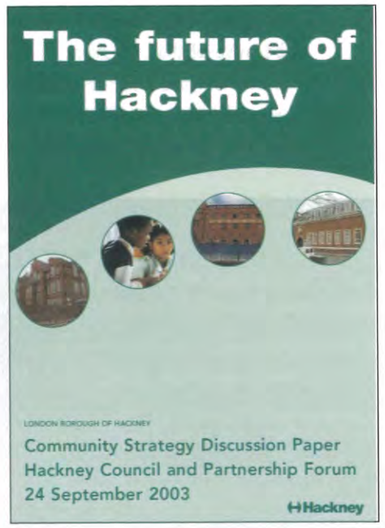
London Sustainability Weeks 2005 is London's biggest celebration of community action for a cleaner, greener and healthier London. These events each demonstrate the countless ways we can all make a difference and highlight projects that are already making a clean, green or healthy mark on London's future.

Visit www.lsw2005.org to use the interactive events calendar

the Community Strategy

The launch - 12th May 05

The Community Strategy is a ten year plan for Hackney. The Strategy is crucial to the way the Council and its partners will



deliver local services for local people over the next ten years. The Hackney Strategic Partnership for example has been completely reorganised in line with the 6 Community Strategy themes. This means that the funding allocated by the HSP will be spent meeting the actions outlined in the Strategy.

The new strategy will be launched on 12th May at the HSP's Partnership Conference. For more information visit www.hackney.org or watch out for articles in Hackney Today. Alternatively contact Hackney Council on 020 8356 5000.

What has the CEN done on the Strategy?

The CEN and HCVS have held two seminars for voluntary and community organisations who are members of the HSP and its subpartnerships. These sessions have helped inform what will go into the action plan for Thriving Health Communities. Through this consultation HCVS and the CEN have produced a list of key actions for the sector over the next few years. Here is a selection of actions:

- Develop a community publishing and information service for small VCS organisations with particular emphasis on information to local residents on estates
- Provide an annual VCS conference that celebrates our work
- Develop the CEN 'Network of Networks' and a Voluntary Sector Board reporting to the HSP
- To develop a three year Community Investment Programme for the VCS which provides a strategic link between the SCP, SSCF, NRF and other funding streams and establishes a multi faceted programme of community empowerment activities in line with the Community Strategy and on behalf of the HSP and its thematic partnerships, delivered through LAAs
- Develop the Hackney Race Equality Partnership
- Support and further develop the Hackney Women's Forum
- Ensure HSP membership reflects Hackney diverse communities with an emphasis on discriminated groups
- Develop an action plan to increase the level of funding and infrastructure resources for the BME voluntary and community sector to increase their capacity to deliver sustainable services for local people

For more information please contact Jake Ferguson, Assistant Director HCVS jake@hcvs.org.uk

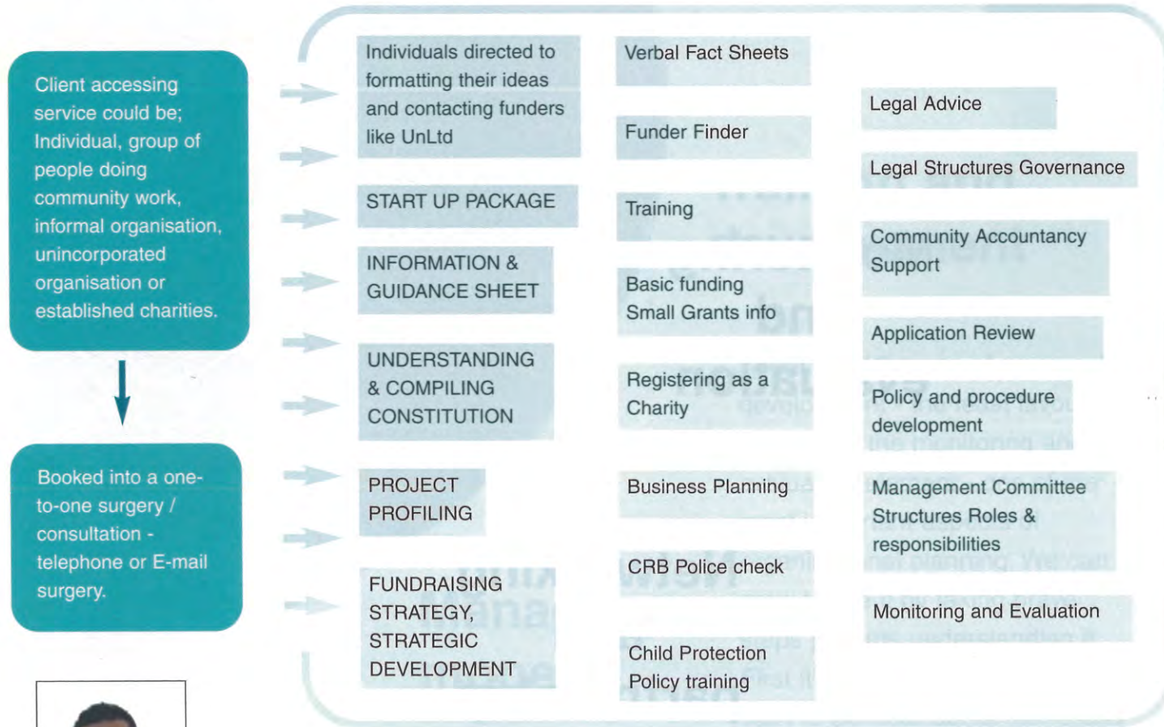
THIS IS A SPARK PULL OUT SECTION
PULL HERE

DOCS *developing organisations' capacity*

issue 1 - an introduction to capacity building

DEFINITION: *Capacity Building* - is development work that strengthens the ability of community organisations and groups to build their structures, systems, people and skills so that they are better able to define and achieve their objectives, manage projects and engage in consultation and planning. It builds and improves upon existing skills within a community and seeks to increase an organisation's capacity to deliver its existing services and acquire the resources necessary to continue to serve its community.

HCVS's model of capacity building



KISHORE SAYS: 'make sure you read this - it will help your group'

Established organisations are directed to strengthening their 12 areas of org. dev PQASSO:

1. **Planning for quality**
2. **Governance**
3. **Management**
4. **User-centred service**
5. **Staff and volunteers**
6. **Training and development**
7. **Managing money**
8. **Managing resources**
9. **Managing activities**
10. **Networking and partnership**
11. **Monitoring and evaluation**
12. **Results**

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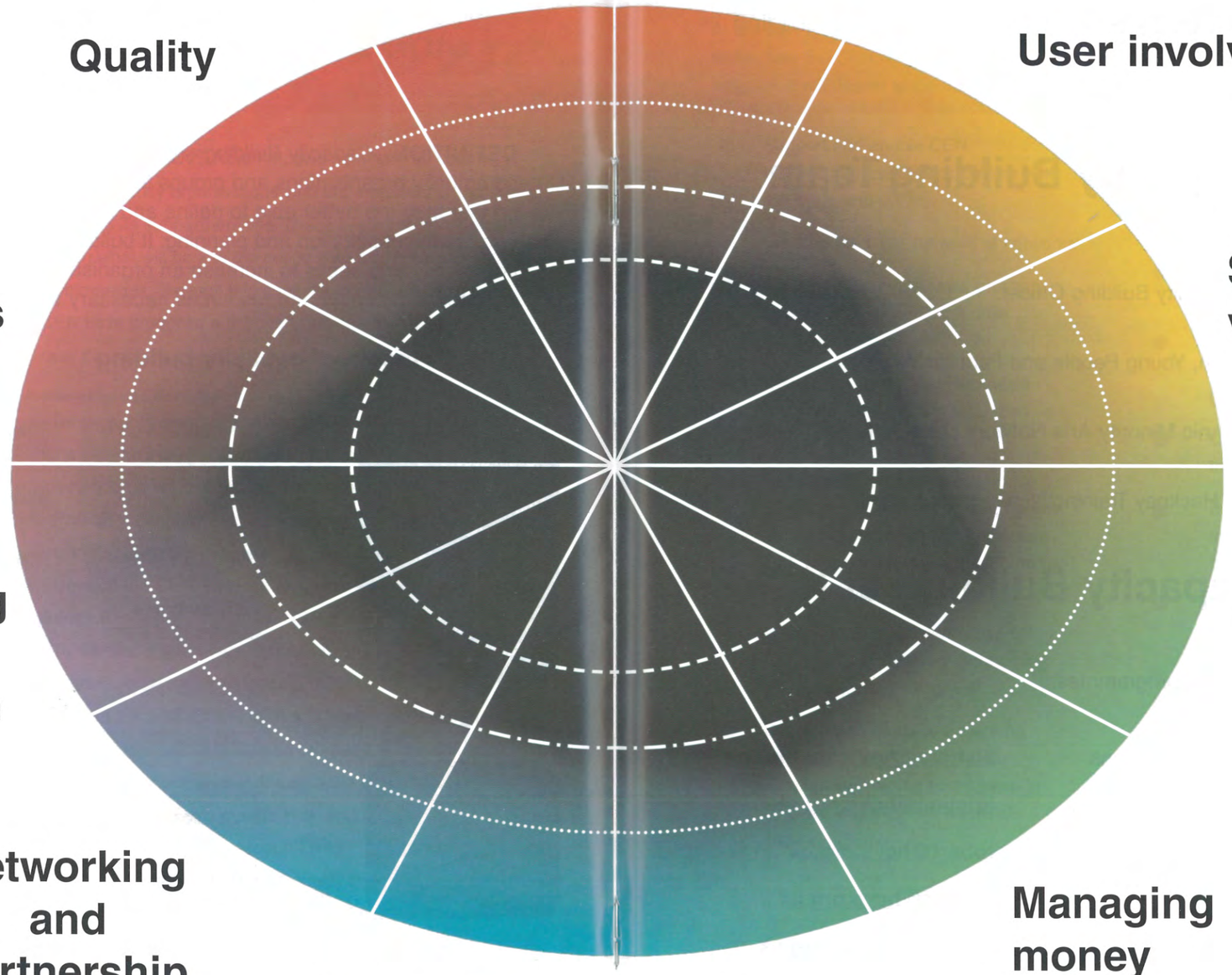
The Twelve Components of Organisational Development

KRISTINE SAYS: 'Every group should get to know the 12 PQASSO areas of development'



- - - - - - - - - - Basic learning

—·—·—·— Intermediate learning

····· Advisor level learning

There are 12 areas of organisation development - the least favourite for most is the monitoring and evaluation element - one of the most important aspects of organisational planning. We can grow to like it by taking brave steps towards understanding it. First it's very important from the start to be clear about the results you want to achieve by the end of the project. This requires an understanding of the distinction between aims and objectives which we will address in the next edition of DOC.

The components of organisational development shown in this diagram are based on the PQASSO quality assurance model, developed by the Charities Evaluation Service.

DOC: *developing organisations' capacity*

issue 1 - an introduction to capacity building

Meet the HCVS Capacity Building Team

Kishore Kanani - Senior Capacity Building Officer

Kristine Wellington - Children, Young People and Families Advisor

Robert Quaye - Black & Ethnic Minority Arts Network Development Worker

Clifford Hinkson - LEAD in Hackney Training Network consultant

How to access Capacity Building at HCVS

HCVS has the following capacity building programmes:

General advice and guidance, one to one sessions	kishore@hcvs.org.uk
Frontline projects working with children & families	kristine@hcvs.org.uk
BME arts and cultural organisations	robert@hcvs.org.uk
Street level 1st tier training organisations	clifford@hcvs.org.uk
Community Enterprise - groups and individuals	elizabeth@hcvs.org.uk

One to one sessions are provided **free of charge** to all Hackney community organisations. We provide over 400 one to one sessions every year to hundreds of new and developing community organisations.

To book a session with any of our Capacity Building Team, simply contact Reception on 020 7923 1962 to make a booking.

HCVS Capacity Building programmes are supported by the following agencies

EUROPEAN UNION European Regional Development Fund

>lsc Leading learning and skills

HSP Hackney Strategic Partnership

the CEN and its work plan

At the start of each financial year the CEN has to send a work plan to Government Office for London which states how the CEN will deliver its objectives. Over the next year 2004/5, the CEN has a listed a number of activities it will deliver to the community. Here is a selection from this work plan:

- Support and enable CEN representatives to participate in HSP meetings and events.
- Develop the CEN 'network of networks'
- Continue to provide small grants through the Single Community Programme
- Deliver the Sustaining Hackney's Communities programme funded through NRF
- Deliver the Community Enterprise Development Unit ERDF programme and the Neighbourhood Facilitators ESF programme (more info in the next SPARK about these)
- Work with Elected members / Councillors of Hackney Council e.g. mentoring, shadowing.
- Develop and promote a learning strategy - making explicit that community learning takes place in different ways, places & formats & is a lifelong activity.
- Provide a Capacity building programme through one to one advice sessions and targeted funding workshops
- Provide HCEN quality awards to community groups accessing funding
- Hold awareness raising events and outreach targeting under-represented groups. E.g. Jewish Men's group
- Carry out a major evaluation of the last three years small grants programmes.
- Develop a three year Community Investment Programme (see previouspage)
- Work with TRAs to identify neighbourhood priorities and concerns for community groups
- Recruit a CEN coordinator
- Develop the CEN's own website and discussion forums

The Community Network Empowering Hackney

'This is a crucial year for the CEN. We need to demonstrate to the HSP and its partners, through partnership working, what a huge impact the CEN and its funding programmes has had on the voluntary and community sector'

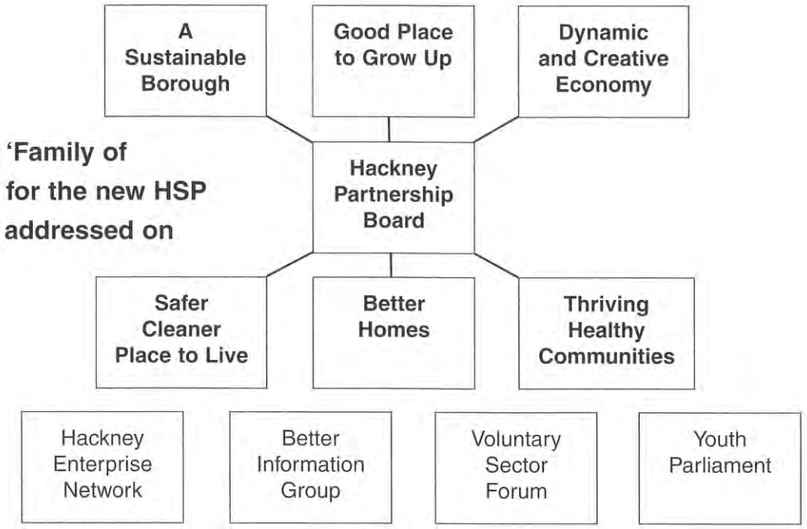
Les Moore, Chair Hackney CEN

the new HSP 'family'

'Local authorities should look beyond the services they deliver directly; they should provide strong leadership and direction on all things that matter most to people. All local authorities should take on a leadership role, pulling together partners in their area from across the public, private and voluntary sectors as well as from the local community'

Sustainable communities: People, Places and Prosperity, ODPM January 2005

the proposed 'Family of Partnerships' for the new HSP which will be addressed on 12th May



A new HSP structure has been proposed by Hackney Council. It suggests establishing a 'family of partnerships' which will be different to the previous structure in that there wont be a two tier structure (HSP and Steering Group) but a large 'motherboard' made up of senior representatives of all the important public private and voluntary sector agencies and stakeholders. The precise membership has not been finalised yet but will be discussed in detail at a HSP Partnership Conference at the Town Hall on 12th May. It is hoped this structure will streamline the delivery of the Community Strategy action plans, Local Area Agreements and the Stronger Safer Communities Guidance (see glossary for more info) which pools lots of different government budgets such as Neighbourhood Renewal Fund and the Single Community Programme community grants into one pot. In effect the HSP will have more funding at its disposal and the commitment of lots of different agencies and organisations to deliver a shared vision. As part of the family of partnerships there will be six new themed partnership boards and a new over-arching Hackney Partnership Board to replace the Steering Group and Partnership Forum. All these partnership boards will be decision-making bodies and membership will be drawn from the highest level of each partner organisation. They will have new terms of reference and operating arrangements to enable them to fulfil their roles as joint delivery and decision-making bodies. A new Voluntary Sector Forum has been proposed as part of this structure.

CEN and VCS representation on the HSP

As a sector some of us have had input as individual organisations to the old HSP and its sub-partnerships but also as elected representatives for the community, through the Community Empowerment Network (CEN). The CEN has secured two places on each Partnership Board and will be the main vehicle with which the sector has a say in the new decision making processes. However, it won't and shouldn't be the only vehicle for the community to have an input. It is hoped that space will be made available for organisations outside the CEN to have a place at the table so that there is an equal representation from the public, private and voluntary/community sectors. The CEN will continue to have a critical role in the HSP structure especially in suggesting what will work in terms of community engagement and models of good practice. It will also have a major role in delivering the HSP's community empowerment activities through funding programmes, community capacity building and helping to sustain the sector. In fact the CEN and HCVS are working with LB Hackney to develop a Community Investment Programme which builds on best practice over the last three years and re-profile's the CENs' delivery and impact in line with the new Community Strategy themes, the new Safer Stronger Communities agenda and the delivery of Local Area Agreements.

Voluntary Sector Forum

From discussions had between HCVS and LBH, the proposed Voluntary Sector Forum is not intended to replace the CEN's role, but has been suggested by LB Hackney as a body that can concentrate on key issues for the voluntary sector - the COMPACT, Council funding, premises and Change Up. Membership will be drawn from 'umbrella' organisations and key networks. More information will be available about this forum in mid-May.

Safer Stronger Communities Fund & LAAs

The Safer Stronger Communities Fund (SSCF) is central to the Govt's new regeneration agenda. SSCF merges several existing ODPM and Home Office funding streams, which share a number of closely related objectives such as NRF, Building Safer Communities Grant and Anti-Social Behaviour allocation, Drug Action Team (DAT) funding, Street Crime Warden/Neighbourhood Wardens schemes, Liveability Fund, Neighbourhood Management Pathfinders and the Single Community Programme (managed by HCVS on behalf of the CEN). There are four national outcomes around reducing crime, cleaner, safer and greener public spaces, increasing the capacity of local communities so that people are empowered to participate in local decision-making and are able to influence service delivery and improving the quality of life for people in the most disadvantaged neighbourhoods and ensure service providers are more responsive to neighbourhood needs and improve their delivery. Hackney's Strategic Partnership has to start addressing the SSCF over the next year so that it is fully operational in 2006/7.

Local Area Agreements (LAAs) will be new arrangements between central government and a locality [Hackney] on the priority outcomes that need to be achieved. LAAs will be struck between government, the local authority and its major partners working through the LSP. LAAs are intended to rationalise the funding system and simplify monitoring arrangements. A large number of funding streams have been aggregated into three thematic blocks: a) Safer and stronger communities - see above b) Children and young people and c) Healthier communities and older people.

Refugees become champions for their communities

There are many projects housed or supported by HCVS. The Refugee Community Champions Project (CC) is one of them. The project, funded through the Community Empowerment Network and Hackney Strategic Partnership, started 9 months ago and has recruited over 50 refugees from different communities in Hackney. Ali Riza Aksoy, Community Champions Coordinator has held regular meetings for groups and individuals offering advice and guidance on a whole range of issues. From these meetings Ali has recruited 18 community champions who have now started working in different community centres on a voluntary basis.

"All they need is a little support and encouragement to help them to break the isolation their communities face"

Many recruits have completed courses such as Accelerated Speaking English and IT courses provided by the Refugee Women Association or Advanced English courses organised by local colleges. Some of them have attended training in advice giving, provided free by ADVICE UK and free Translating and interpreting courses provided by the Workers Education Association. Some of the Community Champions have applied for advocacy courses and are waiting to start their training in September. A couple of Community Champions have actually become ESOL teachers themselves and a further two have secured jobs as creche workers in communituy centres.

Ali has worked with the BEMA network so that musicians and artists, trying to organise social/cultural enterprises or to teach music and performance are helped to find suitable resources.

Ali has also ensured that women are provided crèches and food for community organisations and their events.

The project has also assisted African, Latin American, Turkish and Kurdish refugee organisations to provide ESOL classes for their clients as language problems are still the main issues facing Refugee communities.

All they need is a little support and encouragement to help them to break their isolation and their fears which stop them integrating into society.

Please contact Ali Aksoy for more information on 020 7923 1962 or email: alisermin@hotmail.com

what you say about the project

'Thanks to the project for arranging ESOL classes and CCs workshops. They are very informative, empowering and interactive' ***Refugee Workers Cultural Association***

'Community Champions from our organisation feel much more confident after attending the meetings and receiving the information and training referred by the project' ***Anatolian People Cultural Centre***

'It is has encouraged our members to become community champions so they can help the community members in need' ***Somali Women Support Group***

'The people attending ESOL classes in our premises are very encouraged because their skills and quality of life are improving which helps our organisation to develop and improve its services' ***Latin American Advisory Committee***

'The community Champions Project is considered the backbone of small organisations like Ifteen Somali Women Association. The Project provides essential services that without it our organisation's survival would be threaten. Thanks for the advice and guidance, regular information, networking and partnership' ***Ifteen Somali Women Association***

HCVS takes the LEAD for training

SPARK interviewed Clifford Hinkson, Consultant for the LEAD in Hackney Training Network aimed at frontline training organisations.

Q. What is LEAD?
A. LEAD stands for London East Action for Development. HCVS has been awarded the contract to deliver LEAD in Hackney. LEAD is a Learning and Skills Council initiative set up to support the formation and organisation of Training Networks in nine East London boroughs.

Q. How will the project be delivered in Hackney?
A. Over the next 2 months we want to bring together voluntary/community organisations and service delivery agencies to discuss the initiative. The LEAD in Hackney Learning Network will:

- Support organisations wishing to provide training for a diverse range of people and those disengaged from learning;
- Develop strong links between beneficiaries and street level learning providers to maximise funding potential from the Learning and Skills Council London East;
- Promote partnership working and joint bidding;
- Establish a database of training provision;
- Create and support progression routes into learning from grass roots to mainstream funding; and
- Provide advice and guidance to potential training providers.

Q. Who can take part?
A. We particularly welcome representatives from all groups that want to become local training/learning providers and existing organisations that have an interest in assisting local groups to develop their ability to deliver learning opportunities for their community.

Q. What are the benefits of joining the network?
A. Specialist support will be available from the LEAD coordinator and other established agencies that will be commissioned to assist organisations throughout the programme. Benefits include:

- Funding support to become accredited or to deliver learning projects;
- Signposting to mainstream training/learning provision;
- Inclusion on a database of local training providers;
- Partnership funding applications between organisations that want to deliver joint training or learning;
- Better access to Learning and Skills Council funding programmes; and
- Opportunity to network with other groups in the community.

Q. What are the local benefits ?
A. We believe that the Hackney Learning Network will deliver significant benefits to everyone in Hackney. The network will:

- Help reduce the amount of duplication that exists in local training provision;
- Encourage more local people to take up learning opportunities;
- Provide a wider range of accredited learning opportunities for local people;
- Make it easier for local people to get information and book onto a learning programme;
- Provide progression routes for people that want to continue learning at a higher level; and
- Increase the number of sustainable groups, especially at a grass roots level.

Q. How can your organisation get involved?
A. SPARK readers are invited to attend the launch on the 18th May at the Queensbridge Centre when you will have an opportunity to learn more about the initiative and discuss ways in which the LEAD - Hackney Learning Network can benefit your organisation and the community it serves.

To get involved please email clifford@hcvs.org.uk or call HCVS on 020 7923 1962 (quoting 'LEAD Launch') to reserve your free place at the launch or for further information.

LEAD launch on Weds 18th May 2005 from 10.30am – 2.30pm. This is a free event. Call HCVS on 020 7923 1962 to book a place.

Change Up

A strategy to develop the sector's infrastructure

What is Change Up?

A national framework for voluntary and community sector (VCS) infrastructure development and capacity building, ChangeUp, was published in June 2004. ChangeUp aims to support the VCS as both a provider of services and a component of wider civil society to improve quality of life. ChangeUp is backed up by around £6.2m of public investment in London infrastructure and capacity building to support front line voluntary and community organisations (VCOs).

"Helping small community groups should be at the heart of Change Up agenda"
Jake Ferguson, Hackney Council for Voluntary Service/Link Up Working Group member

The Link Up Hackney launch [above] was held on 10 March 2005 at the Hackney Town Hall. The turnout was high, with 96 people attending. Presenters included Florence Davies from the Government Office for London, the Link Up Hackney Steering Group members, Jake Ferguson (HCVS) Suzana Sheppard (HVA) Jackie Dorrian (Hackney Play Association) and Paul Tyack (Shoreditch Trust)

What will happen in Hackney?

Hackney, like other London Boroughs must produce a Local Infrastructure Development Plan by consultation with infrastructure organisations and stakeholders - including LinkUp Hackney. This plan must contain the following:

1) Baseline information about the Voluntary and community sector in the Hackney

2) An analysis of strengths, weaknesses, opportunities and threats for the sector and its infrastructure

3) A Vision of infrastructure provision in the borough by 2014

4) An identification of the gaps, areas for development, opportunities for collaboration and barriers against achieving vision

5) Themes and proposals for investment: modernising infrastructure/embedding quality, improving reach

6) Milestones and Outcomes which must demonstrate improvements in the following areas:

- Performance improvement
- Workforce development and leadership
- Governance
- ICT
- Recruiting and developing volunteers
- Financing VCS activity

A timetable for action including monitoring and review process, a strategy for involving BME groups and communities, social enterprise groups, community groups and marginalised communities, a communication and consultation strategy.

"Link Up Hackney is our way of moving the Change Up agenda forward for the Voluntary Sector in Hackney and for us to have an impact on our future"
Jackie Dorrian, Hackney Play Association/Link Up Working Group member

A number of key themes emerged from the workshops. Participants indicated that sustainable funding is still their main obstacle. For the VCS organisation, premises were a second emerging issue. Participants also spoke about the capacity building support they currently access and the type of support they would like to see in the future. Volunteering and the best way to utilise the expertise of volunteers in Hackney was another important theme. Other key points from workshops at the Link Up Hackney launch event:

- Basic support and advice to improve work with residents
- Overt outreach
- Stronger lobbying
- More funding for neighbourhoods
- Wider sources of funding
- Stronger advocacy
- Make it easier for people to volunteer
- The benefit system is a critical problem
- Reducing competition

"The partnership between Link Up Hackney and the voluntary and community sector will bring ChangeUp to Hackney" Suzana Sheppard, Hackney Voluntary Action/Link Up Working Group Member

What's the timescale to deliver Change Up?

- The initial Hackney plan for ChangeUp was submitted on 24 March 2005
- The London ChangeUp Consortium Planning Group was impressed by the range and quality of work that has been done so far on local and sub-regional plans. All plans have been accepted and sub-regions released the first £5000 towards the cost of ChangeUp development work.
- 1st Draft of a 10-year borough plans needs to be submitted to Government Office for London by 1st July and final draft by 1st October 2005.
- A table and explanatory paper on how funding decisions are made and further guidance on the structure of the draft Plan will be circulated shortly and Link Up Hackney will act accordingly.
- The LinkUp Hackney Steering Group is meeting on 9 May 2005 to discuss the content of the plan and assign action points to members
- The Link Up Hackney Summer Event - date to be confirmed for the beginning of June

For more information about ChangeUp developments in Hackney please contact the Link Up Working Group members:

Suzana Shepperd - Hackney Voluntary Action (HVA)
T: 020 7241 4443 Email: managingdirector@hackneyvoluntaryaction.org.uk
Jake Ferguson - Hackney Council for Voluntary Service (HCVS)
T: 020 7923 1962 Email: jake@hcvs.org.uk
Jackie Dorrian - Hackney Play Association (HPA)
T: 020 7812 9660 Email: jackie.dorrian@hackneyplay.org

LinkUP hackney

Thanks to Suzana Shepperd for providing a Change Up update

the COMPACT

what's happening in Hackney? Carl Allen, HVA writes

So what is the Local Compact and why are they important?

Local compacts are agreements for improving the working relationship between the voluntary and community sector (VCS) and the public/statutory sector to better serve Hackney's communities. The Compact agreement can include guidelines for standards of behaviour, processes for engagement, shared values and principles. Separate compact codes cover difficult or complex issues in more detail e.g. consultation and funding.

But will the Compact/Codes work?

If the Compact is well drafted and used appropriately by all parties, then the working relationship will improve.

Nice, but what happens when Local Compact/Codes guidelines are not followed?

Compacts/codes include clear, usable and realistic procedures and remedies for settling disputes and concerns. Compacts do contain some public law principles, but the focus is preventing disputes and settling concerns. And, as agreed policy, Compacts/codes do not operate in a vacuum e.g. the Local Government Ombudsman and the Charities Commission will look at some types of compact breaches.

'Our voluntary and community sector needs to take full advantage of compact training and make known any other training and support needed for effective involvement in compact development', Carl Allen, HVA Compact Officer

Implementing the Compact?

Compact commitment requires a resourced action plan for the continued development and implementation of the Compact and Codes. Good compact partners should

" Treat compact knowledge and skills as a competence

" Maintain effective working knowledge about other parties

" Recognise the culture changes that may be necessary

" Provide access to compact advice for smaller less resourced organisations.

What now...how will the Compact be developed?

Drafting a good Compact needs strong co-operative involvement from Hackney's diverse VCS - faith, black and minority ethnic groups, equalities groups, user forums, and tenants groups. A pre-consultation process is now underway and ongoing training will be provided to enable effective involvement. A kick off event will be happening during May and details will soon be available on the consultation process.

BME matters.....

This article follows on from the first Local Compact for Hackney article. It will be one of a series of articles talking about the Compact, codes, issues and concerns. Effective BME compact usage needs information on race matters that is accessible, adequate in supply and that meets quality standards for information.

Carl Allen, Hackney's Compact officer

BME information environment

Existing information on race matters is a key concern - available information on race matters may not meet quality standards, quantity requirements and is not easily accessible to most BME organisations or even public/statutory organisations. Ii is a shared concern.

Public/statutory bodies

The rules and regulations that govern the quality, quantity and accessibility of information held by public /statutory bodies have changed and continue to change for the better. Examples include: The Freedom of Information Act, regulatory bodies carrying out audits on equalities as a regular part of their work, requirements to conduct proper race equality impact assessments, obligatory race equality schemes, conditions that mandate early BME involvement in policy making, Public Information Disclosure Act.

For once, the bureaucracy of regulatory and reporting requirement seems to be guaranteeing a better and more accessible supply of race information. But what, and how fast, are the changes for the race information environment are yet to be determined - BME involvement is critical.

BME voluntary and community sector

The BME sector needs to review the quality and quantity of information that it holds, and consider the overall benefits to be gained by having similar and information systems/records. BME value added analysis of all race information held can bring to light hidden information and trends. Our information will help inform public/statutory decision making.

Qualities of information for accountability and transparency

" Concise and complete
" Relevant and timely
" Understandable and usable
" Comparable.

AND for race matters

" Evidential and admissible
" Accessible and affordable.

What now on contributing to BME matters in the Local Compact?

Ongoing training will be provided on BME compact matters. It may be effective to form a BME working group to contribute to the compact.

For more on the Compact, please contact
Carl Allen, Compact Officer,
compact@hackneyvoluntaryaction.org.uk
Suzana Sheppard, Director
managingdirector@hackneyvoluntaryaction.org.uk
Hackney Voluntary Action
Tel: 020 7241 4443

Laburnum Street party

Sunday 3rd July 2005 - 2pm to 7pm

Would you like to take part?

- Run an event or a game?
- Have a stall for yourself, your business or your community group?
- Perform on the stage?

Laburnum Street, E2 runs alongside the canal between Kingsland and Queensbridge Roads.

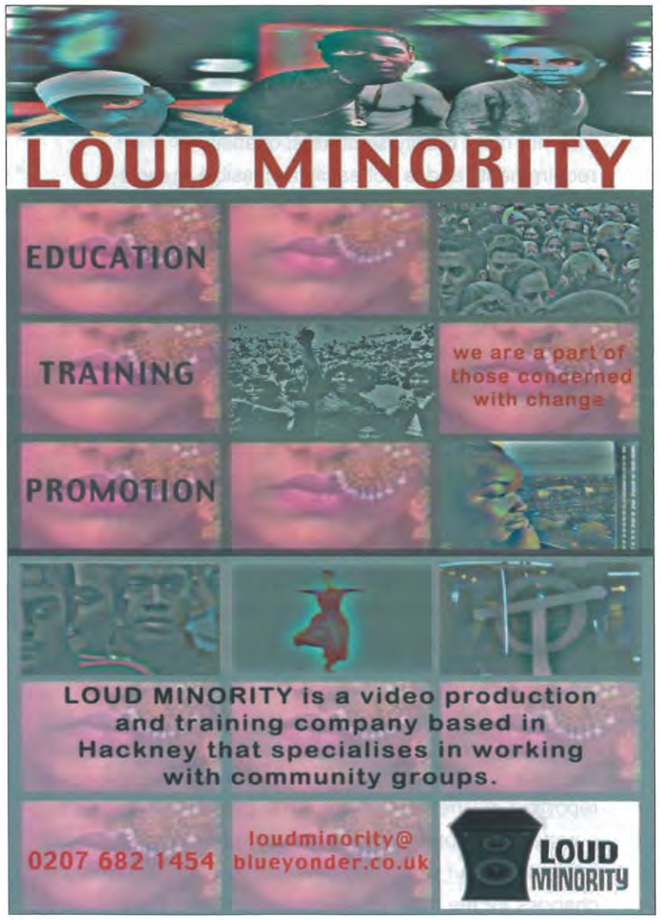
Call Haggerston Pool Community Trust on 020 7690 6662 for more information.

Are you worried about your kid's weight?

How about joining a new project called Hackney Green Ground Zero, which is FREE to take part in? The project will involve fun, non-competitive physical activities, such as making houses for hedgehogs and baths for birds, as well as holidays out of London to get more active and learn about healthy living. In addition, the project will offer one-to-one mentoring sessions to ensure that weight loss is for good.

The project is open to overweight or obese 11-12 year-olds and their parents or guardians, within Hackney. It is being run by BTCV, a practical conservation charity. Overweight children are more likely to develop many health problems, such as heart disease and diabetes, as well as mental health problems due to teasing and low self-esteem.

So, if you want to help your kid loose weight, make friends and gain confidence whilst having fun, contact Ellie Mortimer at BTCV on 0208 519 8275.



Anchor
working with older people

Are you over 60? Do you live in Hackney?

If so, Anchor can help with small jobs around the home (Blocked sinks, hanging doors etc) for little cost. We also help (free) with gardens that have become overrun or untidy.

To be on our list, call our office today on:

020 7241 0362

THE YOUNG FOUNDATION

Office Space for Hire at the Young Foundation

Are you a forward thinking person or organisation in search of affordable, enjoyable office accommodation?

Then we've got news for you...

The Young Foundation has:

- 1200 square feet of office space (between 12 and 20 desks) for rent
- In portions or as a whole
- Two minutes from the tube
- One stop on the Central Line from Liverpool Street station
- For £22 a year per square foot including all service charges

The space is:

Available on flexible terms - furnished or unfurnished, serviced as you desire

Set amidst a diverse range of interesting, likeable neighbours

Complemented by additional meeting and seminar rooms (including the splendid Michael Young Room which opens onto a charming walled garden, boasts state-of-the-art audio visual facilities, and can hold up to 60 people for private meetings, seminars and informal receptions.)

And if that isn't enough to capture your interest, the south-facing roof garden comes for free.

The Young Foundation is the new name for the Institute of Community Studies and Mutual Aid Centre. It is an independent, non-profit organisation undertaking social research and action.

The Young Foundation building now houses a small community of research, social action and social enterprise organisations, working on social policy, democracy, citizen participation and the general promotion of innovative thought to meet social need.

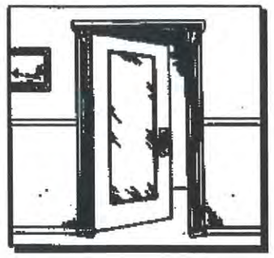
Our lovingly restored Queen Anne house on Victoria Park Square, Bethnal Green is currently home to: The School for Social Entrepreneurs; Peaceworkers UK; Black Londoners Forum; London Civic Forum; Operation Black Vote; Somali Voice

How much?
The space is available on fully flexible terms. £22/square foot includes the cost of building maintenance, security alarms, heat, light, water, use of a modern kitchen, cleaning of the common areas and access to a common Reception facility.

What next?
Visit us at youngfoundation.org.uk or, for further information, please contact John Stevens (020 8980 6263, jstevens@icstudies.ac.uk) or Nick Wilkie (020 8709 9267, nwilkie@icstudies.ac.uk)

Peter Bedford Housing Association

Providing supported housing together with work/training/educational opportunities



WE CURRENTLY HAVE VACANCIES

If you:

- Are single
- Over 25
- Live or have local connection to either Hackney or Islington
- Are able to claim housing benefit
- Require Support
- Able to share facilities and would like to feel part of a community
- Would like to explore training/work/educational opportunities
- Gain skills and NVQ qualifications
- Develop an individual programme for learning

We require a referral from a professional working or having worked with you

For enquiries and application contact Allocations Team on:

www.peterbedford.org.uk

Comic Relief helps travellers to develop projects

Gypsies and Travellers face a whole range of serious problems, including a severe shortage of residential sites and legal stopping places, low literacy levels, poor access to education and health care, conflict with settled communities and racism and discrimination

There is a need for smaller groups, working on a local level, to make sure that Gypsy and Traveller needs are recognised and they can have an active role in decisions affecting them. Many small Traveller groups have little or no funding for basics like the cost of phone calls or attending meetings. The Small Grants for Gypsy and Traveller Projects Programme will pay towards those vital costs that make running a group possible.

The Comic Relief Gypsy and Traveller Projects Programme provides grants of up to £3000 to small Gypsy and Traveller groups to help with setting them up and running them. This programme is aimed at small groups, so your annual income should be less than £50,000 per year.

The Fund gives support to groups that are run by Gypsies and Travellers themselves as much as possible. Priority will be given to Traveller led projects, but Comic Relief will consider other projects if they can show substantial involvement of and consultation with Gypsies and Travellers and that they are working towards the project becoming led by Travellers. You can apply for core running costs including office and administration expenses, such as telephone, rent, insurance and heat and light; stationery and printing; sessional worker and volunteer costs; travel costs; computer and equipment costs; consultancy costs; and other costs of running your project.

For more info contact Comic Relief on 020 7820 5555 E-mail: travellersfund@comicrelief.org.uk or visit www.comicrelief.com

Fun ways to generate income for community groups

Only Connect is a visit scheme supported by Triodos Bank which enables voluntary organisations to explore ideas on income generation in a simple, fun and practical way.

They will pay up to £100 travel and subsistance expenses for employees or volunteers of one organisation in England to visit another voluntary or community organisation that can demonstrate an existing track record in income-generation. They will also give the visitors £150 to pay the host organisation a consultancy fee for their time. The visitors need to source the host organisation and make all arrangements with them, although we can be contacted for ideas. The real-life tales of earning section of this site may also help. All they ask in return is that visitors fill out report forms - one immediately after the visit, and one six months later to measure the progress made. This will be very useful for the visitors to embed the lessons learnt, but it will also benefit other organisations, because they will capture the key lessons, and post them on our website. They award bursaries every 3 months so if you miss one deadline you will automatically be entered for the next round. The deadlines are: Fri 6 May 05; Fri 5 August 05; Fri 4 November 05; Fri 3 February 06; Fri 5 May 06; Fri 4 August 06; Fri 3 November 06. You can download a Only Connect application pack from their.

The National Council for Voluntary Organisations, Regent's Wharf, 8 All Saints Street, London N1 9RL Tel: 020 7713 6161 Fax 020 7713 6300 Helpdesk: 0800 2 798 798 Email: ncvo@ncvo-vol.org.uk

Big Lottery announces new programmes

The Big Lottery Fund announced on 30 March, the first wave of funding within its new framework to deliver new funding programmes for 2005 – 2009, the first of which will be introduced later this year.

Demand-led programmes and streams will account for one third of all funding UK-wide. The Big Lottery Fund's themes and outcomes and the results from the public consultation will provide the policy framework, with the emphasis on projects identifying needs and offering solutions to local issues. The level of prescription will be minimal, allowing a very broad range of applicants and projects to apply. The Fund has also committed to the principle of full cost recovery and will provide funding for all relevant costs associated with delivering projects we support.

The remaining two thirds of funding in England will be allocated to a range of strategic programmes which will allow specific policy areas to be supported in a more targeted way. The areas decided so far for strategic funding include:

Voluntary and Community Sector Infrastructure (£155million) Following the public consultation and detailed discussions with key infrastructure bodies, the Big Lottery Fund's Board has agreed that VCS Infrastructure should form a strategic funding initiative in England, covering financing advice, resource centres, developing generic infrastructure in areas currently without it, sharing learning and best practice, governance and cross sector partnership influencing.

Children's Play (£155million) Based on the recommendations of the report Getting Serious about Play, the Fund will invest £155 million in England over three years in the establishment of a strategic fund to create and improve local children's play spaces in areas of greatest need. Grants will be awarded to projects to develop, create, improve and design innovative children's play facilities with the aim of providing free local play provision for youngsters.

Environmental Programmes (£354 million) Funding programmes will be developed to enable the Fund to meet the outcome of "improved rural and urban environments, which communities are better able to access and enjoy." This area of funding will include £90 million of funding for parks, which will be run in conjunction with the Heritage Lottery Fund, building on their successful parks programme.

Big Lottery Fund confirms new funding This extra funding will allow the programme to expand and provide support for a wider range of projects across the country. The remaining funding will focus on projects that support and develop community spaces; local community enterprise, including local food production and farming; and access to the natural environment aimed at the conservation and enhancement of the natural landscape with improved access for everyone.

Wellbeing Programmes (£165 million) In response to the consultation process, which has identified a number of areas as having potential gaps where investment could be beneficial, the Fund has identified a number of priorities to support "healthier and more active people and communities". These will include encouraging healthier lifestyles through community sport, physical activity and healthy eating; an intervention programme for common mental health conditions; supporting sustainable and active travel initiatives, that will enable more people to walk and cycle as part of their everyday lives; and a focus on alcohol harm reduction.

International Grants (£60 million). The International grants programme will be increased to £20 million a year from next year. The programme, which will combine both demand-led and strategic elements, will retain its focus on health, education, natural resources and human rights while adding a new priority of economic empowerment.

Further information: Big Lottery Fund
Press Office: 020 7211 1888
Out of hours contact: 07788 184 210
Public Enquiries Line: 08454 102030
Textphone: 0845 6021 659

LONDON BOROUGH OF HACKNEY PAYP HOLIDAY GRANTS PROGRAMME 2005-6

Funding for young people at risk

The London Borough of Hackney Youth Service is launching the application process for this year's allocation of funding under the **Positive Activities for Young People Programme (PAYP). PAYP** is a national initiative that provides access to high quality school holiday projects to young people aged 8-19 years. The programme aims to reduce youth crime and anti-social behaviour and to support young people to re-engage with education, training or employment. We are accepting applications from local voluntary sector and community organisations that have experience in providing services to young people at risk of involvement in crime or anti social behaviour, or those who are disengaged from education, training or employment.

Do you have creative ideas about addressing those issues? The Youth Service is particularly interested in receiving applications from community or voluntary groups who are based in and around crime, anti-social behaviour and youth unemployment hotspots around the borough.

Please contact Amanda Graham PAYP Coordinator for an application pack or further details. Email **amanda.graham@hackney.gov.uk** or telephone 020 8356 7650. **Deadline for applications is 5pm on Monday 16 May 2005.**

Hackney

This information presented in this section is extracted from the CIB Funding Newsletter May 05. For more information about hits reource contact: Andrew Pring, The Charities Information Bureau, 93 Lawefield Lane, Wakefield, West Yorkshire WF2 8SU
Tel: 01924 239063 Fax: 01924 239431
E-mail: Andrew@the-cib.demon.co.uk
Website: www.cibfunding.org.uk

*New * Argos in the Community

Argos focuses on charities and groups that help young people get the best opportunities in life, for better health, education and environment - especially projects that offer support to local communities in both the UK and the Republic of Ireland. Support is only given to registered charities and non-profit making organisations. The charities supported must focus on children in the areas of health related issues, education, disadvantaged groups, or improve environment conditions. Applications by charities or non-profit groups are restricted to one per year. National charities are restricted to requests from their Head office only.
All charitable requests must be made using the Argos Charitable Donation Application Form available on the Argos website www.argos.co.uk

*New * The Balance Foundation

The Balance Foundation is a new charitable initiative that has been established to release unclaimed assets from within the UK financial system and to make grants to the charitable sector.
The Balance Foundation itself will play two distinct roles within this initiative. It will: Work with current holders of unclaimed assets, advisors, authorities and industry bodies in order to secure the release of the unclaimed assets; and act as an independent charitable foundation through which the income from unclaimed assets will be paid to charities. The Balance Charitable Foundation is a private sector initiative independent of Government, financial institutions and the Voluntary Sector. It will be working with financial institutions to participate in this initiative. The application process has not yet been agreed, but details will be posted on their website as soon as they have been confirmed. The Balance Charitable Foundation for Unclaimed Assets, 5 Chancery Lane, Clifford's Inn, London. EC4A 1BU Tel: 020 7410 7039, Fax: 020 7410 0332 Email: info@balancefoundation.org.uk Website: www.balancefoundation.org.uk

*New * Allen Lane Foundation - new guidelines

The Foundation is a charitable Trust which makes grants in the UK (and, for a small programme, in the Republic of Ireland). It makes grants to voluntary not-for-profit organisations (which need not be registered charities, provided the work carried out is charitable) which are small (as its grants are small) and where the work benefits groups of people who are unpopular in UK society today: Black & minority ethnic communities; Refugees & Asylum seekers; Offenders & ex-offenders; Lesbians, gay men, bisexual and transgender people; People with mental health problems; People experiencing violence and abuse; Older people; Travellers. Please note that it does not make grants to individuals.
It wishes to fund work which: will make a lasting difference to people's lives rather than simply alleviating the symptoms or current problems; is aimed at reducing isolation, stigma and discrimination; and encourages or enables unpopular groups to share in the life of the whole community.
While recognising (and being willing to support) on-going, tried and tested projects, the Foundation is particularly interested in unusual, imaginative or pioneering projects which have perhaps not yet caught the public imagination. The Foundation receives about nine applications for every one that is successful. Please read these guidelines carefully and only apply if your work matches our priorities. In particular please check the Exclusions and make sure they do not apply to your work. If they do your application will not be successful. If in doubt, ring the office or write or email us.
Those that can apply are registered charities and other organisations which are not charities but which seek funding for a charitable project. The Foundation does not make grants to individuals The grants are relatively modest. Single, one-off grants range from as little as £500 up to £15,000. Grants repeated for more than one year vary from about £500 per annum up to £5,000 per annum, for a maximum of three years. To make sure that grants of this size have an impact the Foundation will not fund larger organisations. If an organisation works in a relatively local area - a village, or estate or small town - to be eligible it will have an income of less than about £100,000. At the other end of the spectrum, an organisation which works across the whole of the UK will be eligible if it has an income of not more than about £250,000.
The Foundation will not generally fund work aimed at the following beneficiaries or activities. This may be because other sources of funding are more readily available than for the work which the Foundation makes a priority; or it may be work where small grants are unlikely to make a significant impact.
Applications can be made at any time and are processed throughout the year.
Executive Secretary: Heather Swailes or Grants Officer Gill Aconley
90 The Mount, York YO24 1AR Tel: 01904 613223 Fax: 01904 613133 Email: info@allenlane.org.uk Website: www.allenlane.org.uk

*New * Hanson Environment Fund

Hanson set up its environment fund in 1997, using landfill tax credits accumulated by the company, to support environmental and community initiatives from not-for-profit organisations. The Hanson Environment Fund has distributed more than £15 million in the last seven years, to support more than 760 projects across the UK. The fund offers two levels of support: Community Grants Scheme - grants between £250 and £4,000 for community amenities, and wildlife and habitat conservation. Main Grants Scheme - grants between £4,001 and £25,000 for the creation and improvement of parks and public amenities and the creation, restoration and management of areas specifically to safeguard and/or enhance biodiversity.
The Hanson Environment Fund is managed by the Royal Society of Wildlife Trusts (RSWT). RSWT is a registered charity, incorporated by Royal Charter, to promote conservation and manage environmental programmes throughout the whole of the UK. For information contact the Hanson Environment Fund, RSWT, The Kiln, Waterside, Mather Road, Newark, Nottinghamshire NG24 1WT Tel: 0870 036 1000 Fax: 0870 036 0101 E-mail: grants@rswt.org Web-site: www.hansonenvfund.org

*New * The CRED Programme - Community Recycling and Economic Development Programme

The CRED Programme, managed by the Royal Society of Wildlife Trusts and nine consortium partners, distributes National Lottery money on behalf of the Big Lottery Fund under its Transforming Waste initiative in England.
The Programme will award £36.5 million in grants of between £50,000 to £300,000 to community based projects carrying out waste reuse, recycling and composting.
For more information regarding the CRED Programme contact the Grants Unit, The CRED Programme, RSWT, The Kiln, Waterside, Mather Road, Newark, Nottinghamshire NG24 1WT .Tel: 0870 0361000 Fax: 0870 0360101 E-mail: cred@rswt.org Web-site: www.rswt.org/cred

*New * Big Lottery Fund - Young People's Fund

Whether it is after school activities, sports facilities or places to hang out with your friends, the consistent message from young people is that you want "somewhere to go and something to do". They want to give you the money to carry out projects that will make a lasting difference to you and your communities. They want young people, aged 11-18 (up to 25 if you are disadvantaged) to come up with their own ideas and be involved from start to finish. Lots of young people face difficulties and are disadvantaged when it comes to getting involved in activities. They are their priority. They will be giving out three types of grant under the Young People's Fund: Grants to voluntary and community organisations to run local projects with and for young people. a) Grants to voluntary organisations to fund projects of national significance, b) Grants to individual young people (or small groups of young people) to help them make a difference in their communities.
The Young People's Fund - England puts you at the centre of creating, planning and delivering projects that will achieve five main outcomes: Being healthy - enjoying good physical and mental health and living a healthy lifestyle e.g. football training, peer support, cooking classes; Staying safe - being protected from harm and neglect and growing up able to look after yourself e.g. after school club, self defence groups, sexual health advice; Enjoying and achieving - getting the most out of life and developing skills for adulthood e.g. theatre groups and role play, learning digital music, writing resume classes; Making a positive contribution - to the community and to society, not offending and behaving anti-socially e.g. young people running recycling programmes, creative arts club, clean up your park scheme; Economic well-being - overcoming socio-economic disadvantages to achieve your full potential in life e.g. getting homeless young people help to live independently, exam support for young people with low self-esteem. If you would like talk to someone about this programme please call 0845 4 10 20 30 The Big Lottery Fund, 1 Plough Place, London EC4A 1DE Tel. 020 7211 1800 Fax. 020 7211 1750 Textphone: 0845 039 0204 Email: general.enquiries@biglotteryfund.org.uk Big advice line: 0845 4 10 20 30 Website: www.biglotteryfund.org.uk

*New * CAF Financial Investments Workshop

CAF (Charities Aid Foundation) is hosting a workshop designed to give charities a greater understanding of financial investments. Entitled An Introduction to Investments, the workshop covers the basic principles of successful investing, as well as offering an overview of the current economic environment. On the day, CAF investment experts will examine a number of key issues including Charity Commission guidelines, trustees' responsibilities, the different types of investment available, measuring risk and understanding financial performance. The workshop is designed for trustees, treasurers and financial controllers with little or no investment experience, to gain greater confidence when taking their first steps into the investment arena. Delegates will each receive a free copy of CAF's Investment Guide which has been written specifically to help small and medium-sized voluntary organisations. It explains the different investment options available and contains a glossary of terms. An Introduction to Investments takes place on Wednesday 27 April 2005 at Kings Fund, London. Places cost £100 per delegate and include a buffet lunch. For more information or to book a place, contact the CAF Events Team on Tel: 01732 520 074 Email: events@cafonline.org or visit Website: www.cafonline.org/workshops

*New * ODPM Tenant Empowerment Grant

The Tenant Empowerment Grant is designed to improve tenant participation in local authority housing, particularly in areas with low levels of participation. Funding assists the provision of independent information, training and advice for tenants on

participation options, as well as the setting up of tenant management organisations to take over management of council homes under the statutory Right to Manage.
The individual grant value is discretionary
ODPM works with a number of organisations to improve tenants' participation in the management of their housing estates (see the link at the bottom of the page). There are various ways that tenants can get involved, which include estate agreements, local committees, tenant panels and tenant management. Tenants choose which Section 16 agency they want to work with from the approved list, and ODPM provides the grant to the agency which manages the funds on behalf of the tenants. The amount of funding available is determined by the number of Local Authority dwellings on the estate, and funding for successive stages is given on a rolling basis on top of the previous grant award. Tenant groups can choose one of the Section 16 agencies to help them analyse housing issues on their estate. Some things that might be examined include: what changes tenants want to see in the housing and other services which affect their estate or neighbourhood; how council housing and other services might change to help tackle local issues; how tenants working with the council can help to make these changes happen. The agency will then help tenants develop an action plan to be agreed with the council that sets out what needs to be done, the resources available, and how to check that objectives are being met. If there is no representative tenants' group, the agency will help to get one started. Training is also provided for tenants to help everyone to understand the issues and make informed choices. Pre-Feasibility/Feasibility Studies - If after completing an options study the tenants' group decides it wants to pursue the option of tenant management, ODPM will provide additional funding to the agency for pre-feasibility and feasibility studies to look at the benefits and disadvantages of tenant management and provide training for tenants in skills they will need to manage the estate, such as meeting and budgeting skills. At the conclusion of the study, the agency will report back to ODPM on the tenants' progress and recommend whether proceeding with tenant management is a viable option. Development Studies - After the feasibility study has been completed, if tenants vote in favour of tenant management, the agency will carry out a development study to prepare the group to take over from the Local Authority. This process typically lasts about three years, and at the conclusion the agency will provide a report to ODPM and the Local Authority assessing the competence of the tenants' organisation and its ability to take over management. At this stage ODPM pays 75% and the council pays 25% of the cost of the study, and the money is paid directly to the tenants' group, which in turn pays the Section 16 agency. This gives the tenants' group real experience of managing funds prior to taking over management from the council.
All grants must be accepted by the recipients within one calendar month of being awarded. ODPM records complete project details on databases for monitoring purposes. Section 16 agencies are monitored through an annual "agency monitoring exercise" that assesses the previous year's project management performance, as well as a rolling programme of meetings and monitoring audit visits.
The following entities are eligible to apply: ODPM approved agencies; tenants groups which are companies limited by guarantee; tenants groups which are friendly provident societies; local authority tenants' groups and partners.
Applications for funding are assessed against the Right to Manage framework and OPDM guidelines supported by some or all of the following: a work programme detailing the type and date of tasks undertaken; background information on the project and the body who proposed the bid; a full report on the previous stage of the project; an itemised budget of work to be undertaken, which is eligible for funding; evidence of local authority support if applicable; evidence of consultation with tenants.
Grants are made to cover running costs not capital costs.
For all enquiries and for information on the application process contact: Julian Matthews, Housing Management Division, Tenant Participation Branch, Office of the Deputy Prime Minister, Zone 1/J6, Eland House, Bressenden Place, London SW1E 5DU Tel : 020 7944 3488 Fax : 020 7944 3489 Email: julian.matthews@odpm.gsi.gov.uk Web site: www.odpm.gov.uk/stellent/groups/odpm_housing/documents/divisionhomepage/035485.hcsp

*New * ADAPT Grants 2005 for Arts Venues

The grants are for capital and long-term improvements in access facilities for disabled people . Applications should be for specific items although these can be part of a larger project. Improvements can include: ramps; toilets; induction loops; lighting; signage. Innovatory projects are welcome. Consultation with disabled people or access groups is recommended. The grants will range from £500 to £2,000. Applicants must provide at least 50% of costs from their own or donated sources. Grants are paid on work completion and submission of invoices. Applications must be signed by the appropriate official to indicate approval for the project/finance and should include: (a) estimate(s) of project costs; (b) plan of the work with measurements (if relevant); (c) examples of current publicity including details of access; (d) a financial summary of your organisation's last audited accounts. Advice on improvements can be obtained from the Trust. Applications cannot be considered for work already commenced or completed. Priority will be given to low-income organisations. Closing date for applications is 30 June 2005 The ADAPT Trust, PO Box 16817, Glasgow G12 8WX Tel/Fax 0141 357 5515 Email: adapttrust@btconnect.com Website: www.adapttrust.co.uk

*New * Awards for All England grants of up to £10,000

Awards for All England's participating Lottery distributors (Arts Council England, Big Lottery Fund, Heritage Lottery Fund and Sport England) have agreed to raise the funding ceiling on the small grant programme from £5,000 to £10,000 from early 2006. In anticipation of the increase, the distributors have boosted their contributions to the programme for the financial year 1 April 2005 to 31 March 2006 to £56.3 million - an increase of 50% compared with the current year. In the time leading up to the increase to £10,000 Awards for All will be developing and putting in place enhanced systems for the bigger scheme which will ensure its quick turn-around and customer friendly approach is underpinned. Several major factors have influenced the timing of the decision. These include: The need to examine the business processes appropriate to a £10,000 uplift to find the right balance between implementing extra controls to protect public money and maintaining accessibility and fast turn-around characteristics of the programme. The re-certification of the business processes and system support associated with the uplift to £10,000 by NAO and DCMS. The decision of the participating Lottery distributors to formally integrate Awards for All England into Big Lottery Fund structures from June this year. The resulting need for Awards for All England to integrate into Big Lottery Fund's recently announced new regional structures and operational delivery arrangements to be introduced during the coming year in England following Big Lottery Fund Structural Review. The logistics associated with the transfer of Awards for All's grant processing functions to the Big Lottery Fund's new operational centres in Birmingham and Newcastle whilst keeping the programme operational. As well as preparing for the integration of the programme into Big Lottery Fund, they are also busy planning and testing the necessary changes to their business processes and IT systems to take account of the higher ceiling whilst ensuring that the programme remains accessible and maintains its rapid turnaround. This announcement and timetable apply to England only. Any decision to vary the Awards for All programme and grant amount threshold in Scotland, Wales and Northern Ireland will be a decision for participating Lottery distributors and their devolved administrations. Enquiry line Tel: 0845 600 20 40 Website: www.awardsforall.org.uk

First Light Funding for Film Making by Young People

First Light Pilot Awards
These are open to any constituted youth focused organisation for one film of between 1 and 5 minutes long. Maximum grant is £5,000. Partnership funding: A minimum of 30% of the total project cost with at least 15% in cash. Timescale is 4 months. First Light Studio Awards These are open to organisations with track record of filmmaking with young people and proven outreach ability or strong partners with all relevant skills for between 2 and 6 films of 5 to 10 minutes long. Maximum grant is £6,000 per film with a maximum grant of £36,000 for the whole proposal. Partnership Funding: A minimum of 50% of the total proposal costs with at least 25% in cash. Timescale is 8 months. Productions that First Light will fund: Short films made by young people; Cinematic projects including drama, animation and documentary films with a strong creative slant; Films of any genre. Be as diverse as you wish - from comedy to horror via musicals and action movies. Generally shot on digital cameras.
Productions that First Light will NOT fund: Videos intended to promote an organisation or its activities; Training videos; Multimedia or web projects; 'Making of' documentaries; Straightforward recordings of arts (or other) events; Destination films (descriptive documentaries about a particular locality).
Funding packs are available from 13th August, online or you may call 0870 7703245 to request an application form (calls are charged at national rate). Contact Hi8us First Light Ltd, Unit 419, The Custard Factory, Gibb Street, Birmingham B9 4AA Tel: 0121 693 2091 Fax: 0121 693 2096 E-mail: info@firstlightmovies.com
Application details and forms can be downloaded from Web-site: www.firstlightmovies.com
The next deadline for applications to First Light is Tuesday 26th April 2005.

*New * Home Office Refugee Purposeful Activities Fund

The Purposeful Activities Fund supports projects that enable asylum seekers to interact with, and make a positive contribution to, the communities in which they reside. Priority is given to applications that build basic skills which will be useful to asylum seekers in the longer term, whether they stay in the UK or return to their country of origin.
The Total Fund Value is £1,500,000 with a maximum grant size of £40,000.
Applications for funding larger than the maximum amount are likely to be successful only in exceptional circumstances.
Based on the experiences of participants in the last two years, it is evident that purposeful activity provides a beneficial and constructive way in which asylum seekers can make the best use of their time, pending a decision on their application for refugee status. Priority will be given to applications that demonstrate a capacity for: promoting and supporting volunteering by asylum seekers in constructive activity; forming links with the host community; developing skills in asylum seekers that will be useful to them whether they remain in the United Kingdom or return to their country of origin. Applications will have a greater chance of success if they can show how their planned programme of activities will address one or more of the priorities identified above and provide good value for money for the benefits anticipated and the number of asylum seekers involved.
Competition for funding in previous rounds has been extremely high. In 2004, over 600 applications were received, and 70 projects received funding. The Purposeful Activities Fund is available to projects that have received funding in earlier rounds. Where organisations wish to apply for continuation funding for specific projects, they should demonstrate how the development of their programme of work has been informed by previous funding. All projects should clearly mark the box on the application form to indicate that they are seeking funding to continue an existing project. Please note that monitoring and evaluation data that has been collected previously may be used in the assessment of the application. Workshops to assist in the development of project proposals will take place throughout the United Kingdom in March and April 2005. To find out more and register for the pre-application workshops please visit www.mba4consultancy.co.uk. Workshop places are limited, and priority will therefore be given to organisations that have not attended these events in previous years.

Applications will be systematically assessed against the following criteria: The capacity of organisations or partnerships to deliver the work and comply with the requirements of the Purposeful Activities Fund - including how robust plans are to match funding that is provided. In reaching an assessment on capacity the organisation's current work, track record in delivering similar projects, and the strength of its management arrangements (including partnership agreements where appropriate) will be considered. The relevance of the project to the needs of the service users that have been identified. The efficiency of the project, including cost and value for money. That is, how economically the resources provided by the Purposeful Activities Fund and others are converted into services and results. The effectiveness of the project. The likelihood of the outputs of the project (e.g. volunteering opportunities) being turned into positive outcomes (e.g. specific skills developed) will be assessed. Evidence will also be sought of how robust the organisation's internal project planning and management systems are. The impact of the project. Evidence that the project is seeking to address a real need, and that it has the potential to meet that need successfully must be provided. This may be shown through formal or informal needs assessment work, evidence of demands for new services etc. The sustainability of the project. The extent to which positive changes arising from the project are likely to last after Purposeful Activities Fund funding has finished, and the quality of plans to terminate (if meeting short term need) or continue the project (if addressing longer term needs) when funding expires.

Applicants are entitled to bid for up to 100% of total project costs for up to 12 months. However, applications that identify funds that will be levered in as a result of Purposeful Activities Fund funding are likely to be viewed more favourably. Indirect costs such as management and overheads can be claimed up to a maximum of 10% of the total budget, provided that general running costs are not met by a grant from another source. Similarly capital and equipment costs for essential equipment should not exceed 10% of the total budget. If applicants intend to purchase equipment such as computers and photocopiers they will only be allowed to submit a claim for 25% of the total value. This is to account for depreciation during the year the project runs. Further guidance will be provided at the pre application workshops, to be held by Michael Bell Associates in March and April. The closing date is 5 May 2005. Michael Bell Associates has been contracted by the Home Office to assist in the administration of the Challenge Fund. Application forms and guidance can be downloaded from their website at http://www.mba4consultancy.co.uk, or by clicking underneath the Application Form heading in the upper right corner of this page. Applicants should refer to the Michael Bell Associates website before applying for any additional guidance or updates and for more information about the pre-application workshops, which will be held in March and April. Enquiries about general guidance on the submission of applications should be made Email: jenny@mba4consultancy.co.uk or john@mba4consultancy.co.uk

For all enquiries contact: Purposeful Activities Fund, Immigration and Nationality Directorate, c/o Michael Bell Associates, 11-12 Copper Row, Tower Bridge Piazza, London SE1 2LH Email: jenny@mba4consultancy.co.uk Web site: http://www.mba4consultancy.co.uk

The Co-operative Charitable Foundation

Supporting individuals and communities across our trading area Foundation Grant Types 1. COMMUNITY SUPPORT PROGRAMME - Supporting community groups to find co-operative solutions to community challenges. This programme is aimed at community groups who want to make a difference in their own communities. The community can be geographically based - such as a village, town or housing estate - or could be a community of people brought together to address as specific issue which affects them. We are aiming to provide assistance to groups who have a self-help approach or that can show a close involvement with their beneficiaries.

2. THE OPPORTUNITY SUPPORT PROGRAMME - Supporting individuals to fulfil their potential. This programme aims to fund grants for individuals, of all ages, who are experiencing difficulties and disadvantages that prohibit them from reaching their full potential or from contributing to their local community. 3. LIFELONG LEARNING PROGRAMME - Supports employees, active members, and members to develop new skills. This programme is established to offer support to employees, active members and members of United Co-operatives and other co-operators who wish to undertake vocational or non-vocational training courses, in particular co-operative or mutual studies. Each programme has guidelines that will tell you about the grant-making criteria and the types of work or projects that could be funded. From the guidelines it is important that you carefully consider the funding criteria listed under the following headings: The Foundation's Priorities; Make Sure your Application is Eligible and Relevant; Exclusions.

The remaining closing dates for completed applications are: Summer 2005 - 1st week of May 2005 for Trustee meeting 6 July 2005; Autumn 2005 - 1st week of August 2005; Trustee meeting 19 October 2005; Winter 2005 - 1st week of November 2005 for Trustee meeting January 2006. If you need any assistance or further information please contact The Co-operative Charitable Foundation office on 01706 202032. THE CO-OPERATIVE CHARITABLE FOUNDATION, United Co-operatives, Sandbrook Park, Sandbrook Way, Rochdale OL11 1RY Guidelines and application forms can be downloaded from Website: www.united.coop under Co-op Foundation.

*New * Home Office Refugee Integration Challenge Fund

The Challenge Fund supports the Home Office's commitment to the integration of refugees within the United Kingdom and aims to promote innovative projects that address specific social needs amongst refugee communities. Projects must be for the benefit of those residing in the UK who have been recognised as refugees (under the 1951 UN Convention) or those with Humanitarian Protection, Discretionary Leave or Exceptional Leave leading to settlement.

The Total Fund Value is £3,000,000 with a minimum grant size of £20,000 and maximum of £50,000

Most awards will fall within the range shown above.

Applications for funding larger than the maximum amount are likely to be successful only in exceptional circumstances.

The Home Office has developed a number of indicators or themes that will be used in assessing applications for Challenge Fund support. These relate in part to the Home Office strategy document for the integration of refugees Integration Matters. Funding will be concentrated upon activities that directly benefit refugees in these areas. It is recommended that applicants read this publication prior to submitting an application (this document can be found on the Home Office Immigration and Nationality Directorate website - see the link at the bottom of this page). Projects that demonstrate that they incorporate one or more of the following themes will be prioritised in the assessment process:

Employment and Training: Projects that will improve the provision of information and services to refugees seeking employment or vocational training, including job skills development. Contributing to Communities: Projects that focus on enabling refugees to contribute to their communities, including activities that promote positive images of refugees, challenge stereotypes, encourage civic involvement, offer orientation services or promote community safety.

Education: Projects that contribute to the aim of refugees accessing mainstream educational or training opportunities.

Access to Services: Projects that demonstrate a clear ability to increase access to vital services such as appropriate accommodation and health care.

Citizenship: Projects to help refugees gain a fuller appreciation of the civic and political dimensions of British citizenship, including the provision of information and support towards the eventual acquisition of British Citizenship, as well as providing advice on legal rights. The Home Office is also interested to hear about projects that are prepared to design toolkits and information resources to assist local planners and service providers in the area. Proposals are also encouraged for projects which seek to engage refugees and people from host communities as volunteers, and projects that seek to provide support through mentoring. Applications will have a greater chance of success if the project is uniquely innovative or can demonstrate that experience acquired from previously funded activities can take the project into another phase of development.

The Challenge Fund is not designed as a permanent funding stream for any project or set of activities. Rather, it is intended to "pump-prime" services in areas that are new to refugee settlement (e.g. dispersal areas), develop services for particularly vulnerable or hidden communities (such as young people), and support "demonstration projects" that seek to pilot innovative services or ways of working in whatever part of the United Kingdom. The Challenge Fund is primarily aimed at new projects, but projects that have received funding in earlier rounds may apply for continuation funding. Such projects should demonstrate how the development of their programme of work has been informed by previous funding. All projects should clearly mark the box on the application form to indicate that they are seeking funding to continue an existing project. Please note that monitoring and evaluation data that has been collected previously may be used in the assessment of the application. Workshops to assist in the development of project proposals took place throughout the United Kingdom in March and April 2005.

The Challenge Fund is unable to: fund integration projects seeking to work with people who have not been granted refugee status, Protection on Humanitarian Grounds, Discretionary Leave or Exceptional Leave; provide replacement funding for other statutory or mainstream funding programmes, such as legal advice on immigration or asylum that is funded through the Legal Services Commission; provide replacement funding where funding from another source has expired; provide a permanent funding stream for any project or set of activities; fund applications made by commercial organisations or private companies, unless they are acting in partnership with a voluntary/community organisation or public body.

Applications will be systematically assessed against the following criteria: The capacity of organisations or partnerships to deliver the work and comply with the requirements of the Challenge Fund - including how robust plans are to match funding that is provided. In reaching an assessment on capacity the organisation's current work, track record in delivering similar projects, and the strength of its management arrangements (including partnership agreements where appropriate) will be considered. The relevance of the project to both EU and Home Office policy objectives such as those contained in the 2002 White Paper: Secure Borders, Safe Haven: Integration with Diversity in Modern Britain and Integration Matters. The efficiency of the project, including cost and value for money. That is, how economically the resources provided by the Challenge Fund and others are converted into services and results. The effectiveness of the project. The likelihood of the outputs of the project (e.g. employment placements) being turned into positive outcomes (e.g. people securing appropriate employment) will be assessed. Evidence will also be sought of how robust the organisation's internal project planning and management systems are. Management systems will be particularly important in assessing the likely effectiveness of demonstration or pilot projects featuring innovative approaches. The impact of the project. Evidence that the project is seeking to address a real need, and that it has the potential to meet that need successfully must be provided. This may be shown through formal or informal needs assessment work, evidence of demands for new services etc. There is a particular interest in addressing the needs of more vulnerable groups of refugees, such as women, children and the victims of torture. The sustainability of the project. The extent to which positive changes arising from the project are likely to last after Challenge Fund funding has finished, and the quality of plans to terminate (if meeting short term need) or continue the project (if addressing longer term needs) when funding expires.

Applicants are entitled to bid for up to 100% of total project costs for up to 12 months. However, applications that identify funds that will be levered in as a result of Purposeful Activities

Fund funding are likely to be viewed more favourably. Indirect costs such as management and overheads can be claimed up to a maximum of 10% of the total budget, provided that general running costs are not met by a grant from another source. Similarly capital and equipment costs for essential equipment should not exceed 10% of the total budget. If applicants intend to purchase equipment such as computers and photocopiers they will only be allowed to submit a claim for 25% of the total value. This is to account for depreciation during the year the project runs. Further guidance will be provided at the pre-application workshops, to be held by Michael Bell Associates in March and April.
Michael Bell Associates has been contracted by the Home Office to assist in the administration of the Challenge Fund. Application forms and guidance can be downloaded from their website at http://www.mba4consultancy.co.uk Applicants should refer to the Michael Bell Associates website before applying for any additional guidance or updates and for more information about the pre-application workshops, which will be held in March and April. The next application deadline is 5 May 2005. Enquiries about general guidance on the submission of applications should be made to jenny@mba4consultancy.co.uk or john@mba4consultancy.co.uk
For all enquiries contact: Challenge Fund, Immigration and Nationality Directorate, c/o Michael Bell Associates, 11 Copper Row, Tower Bridge Piazza, London SE1 4LR
Email: jenny@mba4consultancy.co.uk Web site: http://www.mba4consultancy.co.uk

Community Trees Fund 2005 - Financial assistance for tree planting projects

Thanks to the generosity of several anonymous donors, the Tree Council has funds available to assist community groups proposing to undertake well-planned tree planting projects starting in 2005 in National Tree Week, 23rd November to 4th December. The Tree Council is particularly concerned that the projects should actively engage children in the planting of the trees. This could be formal groups, such as cubs, guides or youth clubs; alternatively it could be a community team assembled for the purpose of the project.
The Community Trees Fund is open to projects where tree planting costs are between £100 and £700. Any applications where the £700 limit is exceeded will automatically be discounted, even if funds are available from another source to cover the excess. If the cost of the planned project is likely to exceed the £700 limit, they suggest that a specific section of the project is separated out to stand alone and that a funding application is made for that part.
Satisfactory evidence that you are able to meet 25% of the funds needed to carry out your complete tree planting project must be provided. There is no advantage to be gained by submitting an application before you are able to assure us that the necessary funding is available, as all satisfactorily completed applications received will be considered together immediately after the closing date of 31st May 2005. The Tree Council offers a similar scheme to plant trees in school grounds with similar grant conditions and limits. Full details and application forms are available from their website.
The Tree Council, 71 Newcomen Street, London, SE1 1YT Tel: 020 7828 9928 Fax: 020 7828 9060 Email: info@treecouncil.org.uk Website: www.treecouncil.org.uk

Young Pavement Artists Competition (YPAC) 2005

YPAC is a partnership with schools, youth clubs, organisations and councils to provide equal opportunities for all children, no matter what their ability or disability, to meet, draw, unlock their imagination and have fun. It offers creativity, knowledge of the environment, compassion for the less able and a new outlet for community involvement. Plus the opportunity to Chalk for Cash to raise money for your school/club. Children and teenagers aged 4 to 18 years can take part in age groups: 4 to 5, 6 to 8, 9 to 11, 12 to 15, 16 to 18. The competition is in 2 parts. The 1st part of the competition is put on by schools, youth clubs, organisations and. This year's environmental theme is PARKS & GARDENS. All local organisers can put on the *first part *of the Competition any time during the year. They have to find a site, judges, a local celebrity to preset prizes and a photographer to take photographs of all first-prize winning drawing and the banner (minimum size 244cm x 183cm) advertising your event. Closing date for Enrolment Forms (available from the web-site) is 3rd May. On receipt of the form you are sent free chalks, prizes and a large Education Pack on the theme.
To enter the 2nd part - the National Awards Competition all photographs of first-prize winning drawings and the banner must be received by 16th June. Next day, members of Tate Britain and the Royal Academy of Arts will judge these photographs and choose the Young Pavement Artist of the Year (£200 & a trophy), 3 runners-up (£100 and inscribed plate each) winners of Best Banner (trophy and art materials),12 Highly Commmended (framed Certificates sent by post) and 60 shortlisted. The first 5 will receive their Awards at Tate Britain on July 8. At 1.30pm the Exhibition is open to the public until 5.50 on Sunday 10th July. It shows the work of the 17 national winners and those short-listed. All those whose work is exhibited receive a special Tate Britain Certificate. E-mail: bbate@nypac.freeserve.co.uk Website: www.youngpavementartist.co.uk Contact Barbara Bate, Organiser, Young Pavement Artists Competition, Vine Farm House, Lower Street, Tilmanstone, Deal CT14 0JD Tel/Fax: 01304 611428

*New * Biffaward

Biffaward is a multi-million pound environment fund managed by RSWT,
which utilises landfill tax credits donated by Biffa Waste Services . The aim of Biffaward is to support projects that will be of lasting environmental benefit, improve quality of life and foster 'vibrant communities'.
Funding is directed to projects, which provide and improve public amenities for communities within 10 miles of a Biffa operation. In addition, it funds projects that increase or maintain biodiversity. The fund offers three levels of support: The Small Grants Scheme provides grants between £250 and £5,000 for projects that enable communities to improve local amenities and to conserve wildlife and habitats. Main Grants Scheme offers grants between £5,001 and £50,000 for projects that provide and improve community facilities to act as mechanisms for recreation, sporting achievement, lifelong learning and community involvement. In addition it supports projects that increase or maintain biodiversity.
The Flagship Scheme offers grants between £150,000 - £500,000 for larger projects that support regionally or nationally significant voluntary sector led regeneration or biodiversity projects to make a significant impact on the quality of life of the region. Closing date is 17 June 2005.
For information contact Grants Unit, Biffaward, RSWT, The Kiln, Waterside, Mather
Road, Newark, Nottinghamshire NG24 1WT Tel: 01636 670000 Fax: 01636 670001 E-mail: grants@rswt.org Web-sites: www.biffaward.org and www.rswt.org

The Civil Society Challenge Fund - DfID

The Civil Society Challenge Fund has undergone a recent process of consultation on the funding criteria for this Fund. Eligible organizations are UK-based, non-profit organizations. The CSCF supports activities that: Improve the capacity of Southern civil society to engage in the local decision-making processes; Improve the capacity of Southern civil society to engage in national decision making processes; Improve national linkages through global advocacy; Provide innovative service delivery; Provide service delivery in difficult environments.
Funding available per activity is 100% funding up to £500,000 for a maximum of 5 years. For projects beginning in April 2006, the deadline for receipt of Concept Notes is the end of June 2005. The deadline for full proposals is the end of July 2005. Contact The Deputy Programme Manager responsible for the administration of the Fund Steve Nally Tel: 01355 843199 Civil Society Department, DFID, AH602, Abercrombie House, Eaglesham Road, East Kilbride G75 8EA, Tel: 01355 843199 Fax: 01355 84 3457 Email: cscf@dfid.gov.uk Web-site: www.dfid.gov.uk

Futurebuilders - new application window

Futurebuilders is a £125M Home-Office backed investment fund for developing the capacity of the Voluntary and Community Sector (VCS) to deliver public services. Futurebuilders aims to improve public service delivery through long-term investment in the voluntary and community sector in England. Voluntary and community organisations are well placed to deliver certain types of public service, because of their flexibility, community links, specialist knowledge, closeness to users and involvement of volunteers. However, they often need investment before they can be in a position to tender for contracts or earn fees from public sector agencies. Futurebuilders aims to invest in the five public service delivery areas of: Community cohesion; Crime; Education and learning; Health and social care; Support for children and young people. Loan funding is a substantial part of every Futurebuilders investment, often complemented by grants and always backed up by support to help voluntary organisations manage loan funding and move towards long-term sustainability. The next Futurebuilders application window will open on Wednesday 1 June 2005 and will close on Friday 30 September 2005. Meanwhile, they are working on their application form to make it easier for applicants to give them the information they need. They are also redesigning their website to include - A fully searchable database of all investments so far; Advice on submitting a good application; Hints and tips based on experience of the first window; Information about public service delivery, loan funding and much more. The new application form will be available on the site from Tuesday 5 April, to help you prepare your application in plenty of time for 1 June. For all general enquiries please Email: info@futurebuilders-england.org.uk or Tel: 0191 261 5200. Their telephone line is open on weekdays between 10:00am and 4:00pm (10:00 am to 12 noon only on Thursdays). Website: www.futurebuilders-england.org.uk

*New * Friends Provident Foundation - new guidelines

The Foundation focuses its efforts on Addressing Financial Exclusion and has a two-part grants programme. In the UK 1.5 million households (7%) in Britain don't have any financial products. 4.4 million households (20%) are on the margins of financial services and usually have little more than a bank account. About 30% of all households don't have savings, home contents insurance, or a private pension. If this represented consumer choice in a freely accessible market, there would be no problem.
However, the main reason for this pattern is poverty. Not having financial services marginalises people in our society and may result in basic goods and services costing vulnerable people more. They also know that being on the margins of personal financial services is concentrated in particular places and amongst certain groups of people - such as single pensioners, lone parents, disabled people and some minority ethnic communities. New ideas - This programme provides an opportunity for organisations to learn more about breaking down the barriers to purchasing financial products and services.
They will fund: Research and development projects, that seek to address financial exclusion; 'Think pieces' and essays that explore new policy and practice solutions; The setting up of new services based on research (seed corn only).
Projects are likely to be based in the UK but they will consider strong arguments made for an international dimension to projects. They judge applications on: The experience of the applicant; How well the applicant demonstrates knowledge of existing ideas and initiatives; The feasibility of the proposed methods (if appropriate); Value for money. They will help disseminate findings from this work. Applications from academic bodies for research, development and policy work, can request up to a maximum of 10% university overheads as part of their bid. Remaining New Ideas Proposal closing dates for 2005 are 29 July, 11 November. Market models - They know that there are local projects whose success in a locality could be replicated elsewhere. They want to offer these projects the

opportunity to 'scale up' so that they can give more people in more places access to services - services that are already known to work. They will consider transitions from local to regional and regional to national and national to UK-wide. Sustainability of the organisations they fund under the market models strand will be a priority for us. They anticipate not only providing grants towards the project work, but also towards establishing strong organisations which can continue to deliver and expand these services in the longer term.
In addition, they would hope to draw in additional funding and support from other agencies. Organisations can apply for up to five years grant aid to secure: They will commission and disseminate the results of evaluations of existing models to help others copy them. Remaining deadlines Market Models - 1st Stage outlines: 29 July, 18 November. Market Models - 2nd Stage Full proposals: 8 April, 29 July, 11 November. The Secretary, Friends Provident Foundation, Pixham End, Dorking, Surrey RH4 1QA Tel: 01904 797 586 (Monday to Friday 9.00am to 5.00pm) Email: foundation.enquiries@friendsprovident.co.uk (with any attachments in Microsoft Word format) Website: www.friendsprovident.com/foundation

Faithworks Awards

Since its launch in February 2001, Faithworks has been working towards empowering and inspiring individual Christians and every local church to develop their role at the hub of their community.
The CRE Faithworks Community Resource Award 2005 consists of a £5,000 development grant from CRE and ongoing strategic support from Faithworks. This Award will be given to a project that has modelled best practice in serving a community over the course of three or more years. The Spring Harvest Faithworks Community Innovation Award 2005 (two awards) will be presented to a project that has been in existence and delivering services for less than three years and is demonstrating innovation in its local community. It comprises of a £5,000 development grant from the Spring Harvest Charitable Trust and strategic support from Faithworks. You can register your interest in these awards from their website or contact Faithworks, 115 Southwark Bridge Road, London SE1 0AX Email: info@faithworks.info Tel: 020 7450 9031 Fax: 020 7450 9001 The deadline for applications is 31 July 2005. Website: www.faithworks.info

***New * Arts Council England - Budget to 2008**

Arts Council England has announced its budget strategy up to March 2008 and its funding for over 1,100 arts organisations during this three-year period. The Arts Council's grant-in-aid remains at £412m between 2005/06 and 2007/08. In the context of that standstill settlement, the Arts Council has developed a tough financial strategy to support four key priorities. The priorities are: to provide financial stability for the majority of arts organisations; to ensure that organisations with major capital developments have the revenue funding to reach their potential; oto develop the infrastructure for Black and minority ethnic artists; to review the range of organisations receiving regular funding and redirect funding to priority areas. In order to deliver those priorities the Arts Council, among other things, is cutting back its budgets to develop new opportunities for the arts and its budget for the Creative Partnerships programme for young people, and reducing the number of organisations receiving regular funding. The Arts Council has also frozen its administration budget over the three years.
This rigorous financial strategy has meant that the Arts Council is able to increase its budget for regular funding to organisations from £300,797,000 in 2005/06 to £325,802,000 in 2007/08. This strategy allows it to give sixty per cent of all regularly funded arts organisations (645 organisations) a standard annual increase of 2.75 per cent in 2006/07 and 2007/08. In addition, twenty per cent (232 organisations) will receive an annual increase of above 2.75 per cent, including significant increases for arts organisations with major capital developments to ensure that they have the revenue to fulfil their potential. Thirty-four new organisations will be given regular funding for the first time. By 2007/08, fourteen per cent of regularly funded organisations will be led by Black and minority ethnic artists or key to the infrastructure that supports their work. Allocations for a small number of organisations remain under review and will be announced over the coming months.
The budgets to organisations for 2005/06, which have already been announced, are confirmed.
The Council has chosen to fund fewer organisations better, as a result, by March 2008, a total of 121 organisations will have ceased to receive regular funding. Fifty four organisations will receive annual increases of below 2.75 per cent or no increase at all.
The Arts Council's budgets to develop new opportunities in the arts and new partnerships will reduce by £13 million and the guaranteed financial allocation to support work with children and young people through the Creative Partnerships programme will drop from the budgeted £45 million a year to £32 million in 2005/06, rising to £35 million in 2007/08. Grants for the arts - organisations and national touring are funded by the National Lottery. These are for activities that benefit people in England or that help artists and arts organisations from England to carry out their work.
You can apply at any time until 31 August 2005. You will be able to apply to the new Grants for the arts programme from 1 October 2005, and application packs will be available in the late summer.
The new programme will broadly be the same as the existing one, and the changes they make will improve the programme. There is no need to rush to make an application by 31 August. To find out more about all their funding schemes look at their website.
For general enquiries, Tel: 0845 300 6200 Textphone: 020 7973 6564 or email form from their Website: www.artscouncil.org.uk

FRIEDA SCHICKER

LONDON GYPSY TRAVELLER UNIT

6 Westgate Street, London, E8 3RN Tel: 020 8533 2002

What is the work of the LGTU?

We deal with accommodation issues on official sites, unauthorised camps and for housed Gypsies and Travellers. This could be challenging site provision and management, community development work or supporting residents associations and individual case work. We also work with young people in Hackney and Haringey. We run a program to widen their experiences including creative and physical activities and communication skills. We take the knowledge gained from this work to try to influence policy on regional and national issues. Ultimately we want to change the environment Travellers live in, but we are also trying to change the ways Travellers relate to mainstream society.

Where do you hope the organisation will be in 5 years time?

We hope to have identified and supported more London Gypsy and Traveller activists than we do at the moment. There have been positive moves lately in legislation and policy at both national and regional level - particularly in the area of site provision. We hope to see these policies implemented and that bringing about more good site provision in London. I'd also like to see more young Travellers entering training schemes. LGTU is opportunistic, and we see ourselves having a role in bringing about these things.

What prevents your organisation achieving its aims?

From an organisation point of view it is resources - both short term funding (which is totalling inappropriate for this kind of long term work, and prevents good planning and staff recruitment and retention), and insufficient core funding to support the services we offer. From a wider point of view it's public attitudes towards Gypsies and Travellers, politics and the confidence in the Traveller community to take a higher profile in representing their needs.

You are a London wide organisation?

Yes in terms of policy, but our community development work is concentrated in Hackney and Haringey.

Why are you based in Hackney?

We were originally working with unofficial sites, and when we started 24 years ago, Hackney, Haringey and Camden had no official sites and quite high numbers of Travellers. Our support of the Travellers was instrumental in ensuring that in the end Hackney built not only one site but two. But it's still not enough. However I think Hackney is now one of the best boroughs in London in its treatment of Travellers.

What is your own involvement with the London Gypsy Traveller Unit

I've worked with Gypsies and Travellers for many years. I initially covered the whole of the south of England when the unit was part of Save the Children. When Save the children withdrew from providing direct services to children in the UK, we struggled to set up an independent charity in 1998 with the campaigning support of our Traveller clients. We also had a lot of support from our Trade Union.

What do you like about your job?

It changes. I feel we genuinely can plan our own work within the constraints of resources and can try to avoid being too target driven.

Any other issues?

Our main user group are traditional Gypsies and Travellers who are recognised as ethnic groups under the Race Relations Act. There are between 500 and 1000 Gypsy and Traveller families in Hackney, one of the issues is that they are not ethnically monitored.

Is the time right for you to be part of the Hackney Learning Network?

- Are you delivering learning or training projects for local people?
- Are you facing challenges and barriers in planning and delivering training and learning opportunities for local people?
- Do you need help accessing funding to deliver learning or training projects?
- Would you benefit from being part of a network of organisations that want to develop better and smarter ways of working?
- Are you ready to move your learning and training provision to another level?

If you have answered yes to one or more of the questions above please come to the LEAD in Hackney Training Network launch on

Weds 18th May at the Queensbridge Centre
Contact HCVS for details on 020 7923 1962

EUROPEAN UNION
European Social Fund

LEAD
London East Action for Development

>lsc
Leading learning and skills