

The Children & Young People's Issue



CWDC
Results of VCS
consultation on
workforce
needs



CEN
four community
reps on team
hackney



**DA BIG
FREEZE**
praise from
speaker of
hackney

HCVS magazine for Hackney's voluntary and community sector

SPARK



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a preventative approach**

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Get your CRB with HCVS

"If you need your staff, trustee members and volunteers to undergo a CRB check, please contact the Grants team. It is a legal requirement that individuals working directly with children and young people and vulnerable adults need to be CRB checked. If you are not sure whether you or other individuals within your organisation require CRB check, please contact us."  **Nadia Capogrosso**
✉: nadia@hcvs.org.uk ☎: 020 7923 1962



CYP Issue 08



Welcome to our children and young people's issue. Thanks to everyone who took part in our consultations on children's workforce development and the Compact. Next, we are working on a directory of children and young people's groups - to join, please fill in our survey inside. We aim to be 'user-led' and involve you as much as possible at HCVS, so always appreciate you sharing your time and views with us, so keep at it!

Gillian

contacts

Produced and designed by -

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Advertise in this space

Everyone is welcome to advertise in SPARK - Hackney's voluntary and community sector (VCS) magazine, circulated to hundreds of local organisations.

To arrange space in SPARK is simple - just contact **Gillian** as above. HCVS members get discounts.

Get your story in SPARK!

We are always looking for stories from the VCS, if you would like to submit an article or discuss ideas for upcoming features please contact us.

To keep up to date with news on Hackney's VCS, join our email news service, contact Gillian above!

A big thank you to everyone who supplied articles and information for this issue.

Green news

End of the road for ecomobile

ecoACTIVE

ecoACTIVE's electric powered milkfloat – nicknamed Shirley - took to the streets of Hackney in 2003 carrying interactive exhibits, resources and equipment to deliver education on sustainability to schools and community groups.

We have used Shirley, pictured top left - to run activities with an astonishing 80,000+ people of all ages focusing mainly on waste minimization, composting and recycling, climate change and energy conservation and environmental footprint. See www.ecoactive.org.uk for further information about ecoACTIVE's education programmes.

Early in 2008 Shirley began to show her age. ecoACTIVE decided reluctantly that we had to pension her off and began fundraising for a new mobile unit.

In keeping with our commitment to sustainability, we are reusing and recycling everything possible. Shirley's best assets – the batteries (all 32 of them)



- are being snapped up by another project which uses an electric vehicle. We are also going to reclaim as much of the customized aluminium shell, recycled tyre flooring and solar power circuitry as we can, and most of the resources will certainly be preserved, **because we can use them all again when we get our new mobile classroom!**

The new unit is planned as a mobile ekitchen designed to address sustainability and footprint reduction in the home. Exhibits and activities will relate to issues of waste, water, food, energy, biodiversity and local environmental quality. We are currently waiting for some of our many funding applications to come up trumps.

Meanwhile, poor old Shirley – stripped and gutted – will soon be heading for the knackers' yard. ■

Prue Poulton, ecoACTIVE Coordinator

✉: admin@ecoactive.org.uk

Hackney green fingers

St Mary's Secret Garden

Over the last few months St Mary's Secret Garden has been running free basic garden training courses for Hackney residents on housing estates.

The gardening courses aimed to give people the confidence to learn basic gardening skills and to gain practical experience of greening local spaces on housing estates.

The 10 sessions were held at St Mary's Secret Garden and on local housing estates so, participants got to experience gardening in settings similar to where they live and had an

opportunity to improve green spaces in Hackney.

Cristina from Stonebridge Estate said "I've really enjoyed this course and I've learnt so much about how to plant and how to identify remove unsightly weeds. Greenery can make such a difference on estates and can really improve the look and feel of an area".



All the participants have received a City & Guilds qualification in horticulture. They made friends with other like minded individuals and have the knowledge and inspiration to go on and improve the green spaces where they live.

St Mary's Secret Garden is on 50 Pearson Street, E2 8EL, open Mon - Fri, 9am - 5pm ■

St Mary's Secret Garden is seeking funding to continue this course. To register your interest contact Claudia ☎ : 020 7739 2965 ✉: claudia@stmarysgarden.org.uk 🌐: www.stmaryssecretgarden.org.uk

!Your Voice Counts!

Get involved in World Mental Health Day 2008

Hackney Community Services, in partnership with The Community College, City & Hackney Primary Care Trust and East London NHS Foundation Trust are marking World Mental Health Day at SPACe, Hackney Community College Shoreditch Campus on Friday 10th October from 9.30 – 4.00 p.m.

The theme for Hackney is “Your Voice Counts!” and the aim is to showcase partnerships that deliver effective advocacy, advice and information services to mental health service users, their families and to local communities. Voluntary and community groups are very welcome.

Events will include interactive theatre workshops and performances, live music, information stalls, photography and video exhibits and the launch of City & Hackney Mind’s Guide to Advocacy Services in Hackney.

Participating partner organisations include the Studio Upstairs, Age Concern and Lee House. Baroness Meacher, East London NHS Foundation Trust Chair and Meg Hillier MP have been invited to speak.

This event is highly recommended for anyone with a professional or personal interest in or experience of mental health issues.

■ ⓘ **Evadney Ennis**, City & Hackney Centre for Mental Health ☎ : 020 8510 8261 ✉: Evadney.ennis@eastlondon.nhs.uk

!Reaching tenants and residents

Better Homes Network

Listening to tenants and residents’ concerns and developing solutions in response to local need was the theme throughout the Sustainable Estates Conference held in July at Fellows Court Community Centre.

Over 30 people attended the event organised by Hackney Better Homes Network (BHN), to develop a holistic and sustainable approach to meet tenants and residents needs.

Chair, Les Moore opened the event, which showcased research into engagement tools of social housing providers in Hackney. Results showed residents preferred to be kept informed by newsletters but welcomed meetings and events especially for those hard to reach. Presentations on public health, worklessness and environment projects were followed by workshops looking at overcoming barriers to involvement. Resident engagement officers from RSLs and Social Housing Partnerships (SHPs), community organisations and residents and tenants attended.

BHN found new avenues to explore, they are developing a new REACH programme. REACH aims to enable people to take part in local health, environment and employment projects in a way appropriate for them. BHN is made up of tenants and residents and aims to represent their views to Team Hackney and the Better Homes Partnership Board. ■

ⓘ **Les Moore**

☎ : 0207 254 4593 ✉: les.moore@commonresource.net

!New faith face

Hackney South East Cluster of Churches



David Hazeldine, above, is the new Community Development Officer for the Hackney South East Cluster of Churches.

David brings a strong record of working in community development in the public and voluntary sectors. David is responsible for church and community audits and for providing training and support for community projects and volunteers. David is keen to find ways to work with local authorities, agencies, charities and community groups.

Hackney South East Cluster of Churches includes St. James at Clapton, St. John at Hackney, St. Mary’s of Eton at Hackney Wick, St. Luke’s at Homerton Terrace, St. John of Jerusalem near Victoria Park and the Hackney Marsh Team of All Souls, St Barnabas and Christ Church on the Mead.

■ ⓘ **David Hazeldine**

☎ : 020 8985 2291

✉: davidinhackney@gmail.com

Domestic violence support

Hackney Refugee Forum



Ali Aksoy, (left) **T**
Chair of
Hackney Refugee
Forum (HRF)
updates SPARK.



Sharing experiences: Emine Yoca, Imece, and Diana Chituku, second right

Thank you to everyone who supported our Refugee Week information event back in June focussing on domestic violence in partnership with African, Turkish, Kurdish Latin American and Somali organisations. 185 people registered in the first hour and in 23 countries were represented.

Turkish speaking mental health students from Westminster University gave a presentation on the relationship between mental health and domestic violence.

A discussion followed, with experiences of domestic violence from speakers from African Caribbean, Turkish, Kurdish and Iraqi communities in a panel chaired by Diana Chituku from the PCT. Each of our three panelists gave an eye opening and at times a harrowing insight into domestic violence and its lasting effects.

This was organised in a HRF partnership between Hackney African Forum, Diaspora, Agroforep, Refugee Workers Cultural Association (RWCA), Cemevi, Tohum Cultural Association, The Stroke Project, PCT, Busoga and Sahill Housing.

Our job-seeking service to local refugee and asylum seekers is going strong. Over 100 people have attended one-to-one sessions and been referred to various education and training courses both to enhance language skills and other skills that will help them find jobs. We can also offer an outreach service to refugee, asylum seeker and migrant (RASM) organisations - so far 18 organisations have been visited. This is funded by Team Hackney.

We also organised a focus group to influence Hackney council's Volunteering Strategy, 27 people from 20 RASM organisations took part. We will also be running a training course on Health Interpreting.

Finally, we will be holding our AGM at 1.30 - 4.30pm on Friday, 3 October at Methodist Church Hall, 11 Richmond Road E8, at the Kingsland Road end.

Our key speakers are:

- Samantha Sifah, Community Engagement Manager Olympics Legacy, London Development Agency
- Dilek Gungor, 'talking treatment of analytic approach – Psychoanalytic psychotherapy at Women's Treatment Centre.

If you would like to come along, please contact me as below. ■

📞 **Ali Aksoy** 📞: 020 7923 1962 ✉: ali@hcvs.co.uk
🌐: www.hackneyrefugeeforum.org.uk

New legal representation service for asylum seekers

ASAP's Duty Scheme for Londoners provides free legal representation for asylum seekers at the Asylum Support Tribunal in Croydon. It aims to reduce destitution of asylum seekers and refused asylum seekers whose housing and welfare support is refused or terminated by the UKBA. ■

📞 **Gerry Hickey** 📞: 020 8686 1888 The Duty Scheme works on a first come, first served basis and priority is given to people with hearings on Mondays, Tuesdays and Thursdays.

Free International Tracing

The British Red Cross offer this free service to help trace separated family members and relay messages where normal lines of communication have broken down as a result of conflict or natural disaster.

If you have been detained or held as a prisoner of war and the Red Cross visited you, they may be able to provide you with a record of that detention.

The nearest office is in Islington and most of the work helps people living in London look for families abroad / in their home countries such as DR Congo, Ethiopia, Afghanistan, Eritrea, Sudan, Sri Lanka, Uganda, Somalia and Europe. ■

📞 **British Red Cross**
📞: 020 7877 7000



developing organisations' capacity

issue 10 - User Involvement



KRISTINE SAYS:

Users include those that use the service and agencies who buy the service on behalf of users, as well as people who speak on behalf of users, such as parents of under fives.



Thank to everyone who has been asking after Kishore, he's still off sick but we hope he will be back to advise you very soon.

Funders often ask how do you know there is a need for the project and how are users involved in the organisation's management planning? Kristine Wellington from HCVS looks at why you should ensure your users are at the heart of your organisation.

Voluntary organisations often think that approaches such as suggestion boxes, event feedback forms, interviews, perhaps focus groups are enough. But these can be seen by funders as essential monitoring.

You need to take a different approach, such as inviting users to sit on your management committee. Look at The Council for Older People, the work is directed by the users, rather than by funders or the organisation.

PQASSO's definition emphasises a need to put users at the heart of your service. Users are valued as the experts on their own lives.

Ensure participation leads to change

There is no point in encouraging participation if nothing will change for the service users or the organisation, so it's important to establish what can

change if people take part.

You need to ensure services users are clear about the pace of change and to the extent to which they can be involved. This can be achieved through a diverse and critical user reference group which informs the strategic direction of your organisation.

Increasingly funders want to know who was involved in the consultation process, the date and time it took place and number of people who attended.

Involving users...

...can meet both your organisation's and service users' needs

...should lead to improvement and not be an end in itself

...is not right for every organisation in every circumstance

...participation can be costly

If you want to take this further, you should develop a statement to reflect your organisation's values on involvement, be transparent about the extent to which users can get involved and think ahead to reach out to other potential service users.

📞 Kristine ☎ : 020 7923 1962

Useful resources

NCVO Centre Stage: Making choices about involving users 📞: www.ncvo-vol.org.uk/centrestage

Voluntary Action Westminster Involving people: a practical guide 📞: www.vawcvs.org/uploads

Volunteering England Good Practice Bank 📞: www.volunteering.org.uk/Resources/goodpracticebank

Every Action Counts: Tips on easy actions that people can take, tools and case studies. 📞: www.everyactioncounts.org.uk

New Economics Foundation: Participation Works! Twenty-one techniques of community participation for the twenty-first century 📞: www.neweconomics.org

Developing Hackney's children's workforce

Results of consultation with the voluntary and community sector



Photography on pages 14 & 15: info@effietaki.co.uk

Over the last year, you may have heard of or taken part in meetings with HCVS and Hackney Training & Employment Network (HTEN) to find out the concerns and training needs of staff and volunteers working with children and young people in Hackney's voluntary and community sector (VCS).

SPARK looked at the results outlined in a report recently written by HTEN, called Workforce Development in the Hackney Children and Young People's Sector: Challenges and Issues for the Private, Voluntary and Independent (PVI) Sector.

Five key issues for the VCS

Although the report looks at the PVI sector, due to the reach of HCVS and HTEN it largely reflects needs of Hackney's VCS. It focuses on five areas reflecting the concerns of the 32 VCS organisations who took part:

- Training, qualifications and Continuing Professional Development (CPD)
- Recruitment, leadership & management & capacity issues
- Safeguarding
- Common Assessment Framework (CAF) and Integrated working
- Every Child Matters and Youth Matters.

Training, qualifications and CPD presented the most challenging issue -while it was widely recognized as being important, training must be practical, specific, and allow appropriate time for groups to plan to attend as money and time is a barrier.

Sonia Khan, Director of HTEN: "We found that organisations are often very aware of the new requirements which are being introduced in the children and young people's sector. What they lack is the capacity to release staff to go on training which will help them put all the changes into practice. Added to this, there is a fear that staff will leave if they receive too much training, because the VCS struggles to offer a parity of pay and conditions. Another barrier reported was that training which is on offer is not specific enough to the issues outside of the statutory sector or to issues within a specific community."

Steve Belk, Deputy Chief Executive of The Learning Trust (TLT) & Executive Director, Learning & Standards: "These findings will really help us support the development of an effective and integrated children's workforce in Hackney. Together with our partners in the whole community we are dedicated to creating a world class network of skilled people to work for our children."

What next?

Now the first year of consultation is over, the next two years of this programme will see HCVS under contract to The Learning Trust, delivering the following support:

- One to one support for 10 organisations each year
- 10 training workshops in each year
- An information event each year
- A good practice development project for a cluster of 10 organisations in each year.

Kristine Wellington, HCVS: "It's crucial that all tiers of the organisation get to grips with these requirements and be aware that they change from borough to borough. In Hackney, organisations who intend to offer English, numeracy and science in a Supplementary School must meet the minimum skills requirement to be commissioned by The Learning Trust (TLT). You must hold either a Qualified Teacher Status or Post Graduate Certificate in Education (PGCE). Fortunately this can be at management or practitioner level. More VCS organisations have engaged school teachers."

Contact Kristine ☎: 020 7923 1962 or ✉:

kristine@hcv.org.uk Download the report 📄: www.hcv.org.uk or for paper copies call HCVS.

A key national priority

Development of a world class children and young people's workforce is a key national priority. A strategy for Hackney's children's workforce is being developed to support this and is part of Hackney's Children & Young People's Plan.

The Children's Workforce Development Council (CWDC) aims to ensure that all those delivering services to children and young people – in whatever sector – have the requisite skills and qualifications to effectively deliver those services. As such, they funded local authorities through the Workforce Strategy Partner's Programme to support the involvement of PVI organisations to develop local workforce strategies. The Learning Trust is working with HTEN and HCVS to deliver this.

Safeguarding: Thinking ahead

Oct 09: New rules for people working with children and vulnerable adults



From October 2009, staff and volunteers working with children and vulnerable adults must be registered with the Independent Safeguarding Authority (ISA). The ISA will work closely with the Criminal Records Bureau (CRB) to check if the person has been barred from working with children and vulnerable adults.

It will be the individual's responsibility to register with the ISA and before appointing a prospective employee, employers must check with the ISA.

Why was the ISA formed?

The Bichard Inquiry into the deaths of Jessica Chapman and Holly Wells considered how employers recruited people to work with children and vulnerable adults. This led to Safeguarding Vulnerable Groups Act 2006, which recognised the need for a single agency to vet everyone who wants to work or volunteer with vulnerable people - the ISA was formed to do this in England, Wales and Northern Ireland.

It will be a criminal offence, punishable by imprisonment or a fine of up to £5000, if:

- an individual takes up employment with this client group and fails to register
- employers fail to carry out checks and/or allow someone unregistered to work with children and vulnerable adults.

Voluntary organisations working with children and vulnerable adults will **only** be able to recruit workers who are ISA registered.

What about existing staff?

From 2010, existing staff without CRB checks must be registered and arrangements are expected to be made for all staff with CRB checks to be registered.

Giving information to the ISA

Voluntary organisations must refer information to the ISA on any employee / volunteer who's been dismissed because they have harmed or may harm, a child or vulnerable adult.

There will be a new offence punishable by a fine if employers

fail to do this without a reasonable excuse.

How much will it cost?

£64 to register with the ISA but free for volunteers. If someone changes jobs they do not have to register again.

Employers will not be charged for checking if a prospective employee is registered. Once an employer has checked someone's status with ISA, the employers will be contacted by the ISA if new information comes to light which bars that person from working with children and vulnerable adults.

What about CRB checks?

The ISA does not replace the CRB and employers should still apply for a CRB Enhanced Disclosure to obtain an applicant's full criminal record.

① Leethen Bartholomew

Hackney Children & Young People Service

☎ : 0208 356 6177

Need a CRB check? Call Nadia at HCVS on 020 7923 1962.

New: regulated and controlled activities

The ISA will deal with activities that are classified as 'regulated' or 'controlled'. These activities include both paid and unpaid (voluntary) work.

Regulated activities: Contact with children or vulnerable adults in a specified place frequently*, intensively* and/or overnight, i.e. teaching, training, care, supervision, advice, treatment and transportation, schools and care homes.

- Fostering, childcare and certain positions of responsibility i.e. school governor, director of social services and trustees.

* frequent: once a month or more or intensive: takes place on three or more days in a 30-day period.

Controlled activities: Frequent* or intensive* support work in general health settings, the NHS and further education i.e. cleaners, caretakers, shop workers, catering staff, car park attendants and receptionists

- Individuals working for specified organisations (e.g. a local authority) who have frequent access to sensitive records about children and vulnerable adults.
- Support work in adult social care settings i.e. day centre cleaners and those with access to social care records.

① **For more info:** 🌐: www.isa.gov.org.uk

The Government's Youth Crime Action Plan published in July recommends funding support targeting problem families. SPARK spoke to four voluntary and community organisations, who have been working hard on a shoestring budget with families in Hackney to prevent later problems in the community.



Durrah Mahmood and Yasmin Parvez-Kiani, left, from Home-Start Hackney

We provide a home visiting service to parents with children under five, for two – four hours a week. Over 120 families have been helped in the last three years.

We match parents with volunteers, who are trained in a 10 week course which covers child protection, parents with mental health, lone parents, children with behaviour problems, drugs, domestic violence, welfare and case scenarios.

We have 46 volunteers, including parents who've used our service, people looking to get back into work and social care students.

Some parents just want practical help, there is a lot for parents in Hackney, they just need support in accessing these services available to them, particularly people who don't speak English as a first language.

For example, one of our mums couldn't understand English and had low self esteem and confidence unable to leave her home. After getting support from our volunteer, she is going to college. It worked because she saw her volunteer going to college which showed her that she could do it too. Through our support, she is more confident and is able to

access services more easily.

Families are referred to us from GPs, social workers and health visitors. A few are self referred.

Although it's mainly women who access our service, we include their partners and we have some male volunteers for children who need a male role model.

We have a different approach to social workers, parents feel that we do not judge them, that we aren't threatening - that we empower them. Our service is preventative: a happy childhood makes a happy person. We encourage families to value the first five years of their child's life. A parent needs to be encouraged to be responsible for their child.

We lost our Hackney Social Services funding last September 2007, as previously many complimentary services were funded, now the agenda has changed to commissioning one service provider.

Our service is invaluable not only to families but also for volunteers who go on to progress further career enhancements and further education.

Although we are a scheme of a national organisation, Home-Start UK, we are financially independent and we are looking for funding or else we could face possible closure.

We have some money from Ann Taylor Children's Centre and are in talks with Seabright but this means we can only help families who live in certain areas. It's difficult because we have a huge waiting list.

There are many hidden families who need us: people living in hostels and those from French-speaking African and Eastern European Romany communities and many more. >>

It's a fam



For more information:

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The Elders, Parents and Yo
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Family affair



Derman



Claudia Jones Organisation



Home-Start Hackney

The Elders, Parents and Young



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dge, 15 Triangle Road E8

ung 167 Evering Road

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Algin Saydar and Selma Altun, left, from Derman

Derman started in 1991 by members of Turkish, Turkish Cypriot and

Kurdish communities in partnership with local GPs and the health authority.

Families come to Derman because of the services we provide: health advocacy, mental health support, mental health outreach, counselling, family support and welfare rights advice for individuals and families who have been torn apart by war, torture and trauma. GPs say that substantial numbers of problems reported by our community are related to mental health, this is linked to the experience of being a refugee or an immigrant. Many of the people come from rural Turkey and no one realises the shock this has, plus having to wait 10 – 15 years to get leave to remain and be able to put down roots and access services including schools.

Look at how families immigrated here - Parents left their children in Turkey, once they got leave to remain (often a decade later) they sent for their kids. Older siblings feel angry towards their parents for leaving them, they get here and may have younger siblings who were born here. They feel they have no security as they don't relate to the UK or their families. We made a video about how kids and their parents view being here and how they can learn to call their parents Mum and Dad.

For children raised here, they are seen as foreigners here and in Turkey. There seems to be little expectation of children in schools and in general, that they will do well and succeed.

Families are just surviving.

Communication between the first generation who can't speak English, and the second generation who can, is not good. Children are interpreters for parents, this is a huge burden on the child and breaks down family dynamics and parents become reliant on kids.

So, we have growing problems of gangs, drugs, low educational achievement – families feel helpless. There is a huge need to work with young people and their parents, both separately and together.

For two years, we were funded by the Department for Children, Schools and Families to run parenting classes with 130 families. We developed a parenting programme specifically designed with Kurdish and Turkish people in mind. We worked with organisations who work with children and young people to decipher the issues that come up when working with our communities. This work is now extended to March 2009.

What Derman needs is a centre for parents and all our clients so they can access the services they need, when they need them and the way they need them.



Hazel Ellis, left, from Claudia Jones Organisation (CJO)

I've been on the fringe of the organisation since it was started 26 years ago by local Caribbean women, some of whom came from a Social Service environment, among them being, Yvette Thomas and Claudia Sutherland. They saw the needs of Caribbean women who were isolated, their cultural ways of rearing their children were being questioned and some children were being taken into care (something which was alien to them) and on leaving care confused and stripped of their culture, finding little or no support. Schools and the majority of teachers had very low expectations of their children and some were being sent to special educational needs schools.

CJO came into being to support Caribbean Women and their families by promoting formal, health, social and cultural education; our sister organisation, Ackee Housing Project focuses on young girls leaving care. Over the years, we have listened to and try to cater for the changing needs >>

I know we deliver a very good service with very little money and we get positive outcomes from our work.

of our community.

I think we have been quite successful at what we do. Thousands of individuals and families have benefited from our services. Our Supplementary Education project which initially was promoted through word-of-mouth has helped a tremendous amount of children and young people, and they have given testimony to this. The vast majority of them are making positive contributions to the wider community. Some have become parents themselves and have brought their children back to the project for support.

Parents are having a very tough time at things just now. Some feel that they have been “de-skilled, children have been handed the power by various Government and when things go wrong they are now being blamed”.

As a parent myself, I know how difficult it is to be a parent in today’s world and how hard it must be for some children themselves, being bombarded with so much distraction and influences. Like every other area of life some of us may need more support than others.

Funding permitting, we provide various self-development work-shops for young people; piano / keyboard work-shops, counselling and various educational support. Partnership was formed with Family Rights Group and Hopscotch Asian women group, to promote Family Group Conferencing among black and ethnic minority communities. Likewise, we now work in partnership with Day-mer (a Turkish community organisation) on a Local Area Agreement initiative to encourage Caribbean and Turkish families to become more involved in their children’s schools and their education.

Government and other funders need to look at funding for longer periods, if they want to make any meaningful and long term changes to the lives of generations of people who have been marginalized and have become alienated from society.

I know we deliver a very good service with very little money and we get positive outcomes from our work. We have the ability and hope that the organisation will continue its mission as we are all committed to the cause.



Lydia Batchelor-Anokye, left, from The Elders, Parents and Young

Ours is a truly underground organisation, we’ve been going for years thanks to word of mouth in the community. I organise events, day

and residential trips for families and elders and workshops to encourage parents to find employment and provide families with bereavement support.

This started when I ran a Mother and Toddler Group at Trinity Church Dalston 17 years ago. We had eight mothers and used to meet every day. A wonderful woman from Hackney Social Services was very impressed by my work and wanted to take it further. But I didn’t know where to start to get everything in order.

I then had to stop. Putting the project on hold made me decide to expand to work with elders, after all without elders there’s no toddlers! I operated from my Mum’s house and got all the neighbours together, I became their spokesperson for various organisations.

We have over 100 members at our Saturday club on the Smalley Road estate. I involve service users so lots of our members are also volunteers. Different generations come together, parents bring their children and elders get out of their homes, out of isolation. We always encourage the children to help out. Our activities include: playing dominoes, discussions, bingo, quizzes, advice and information. Getting the young involved helps the elders regain trust in the younger generation and for the young to realise how the older people have so much knowledge that is useful for them.

We went to a retreat in August in East Sussex, a few children, their parents and some seniors, this was a great time spent with all generations coming together it was a brilliant atmosphere. We will do this again for 09.

In October, we will be organising a programme to encourage young people to develop their creativity. Parents must be involved so they know what support their child needs.

We are a self-help group and not funded. Although our activities happen at the weekend, a lot of the planning and administration is done during the week, when I am a project manager of an arts organisation. (How do I do all this?)

I am happy with what we provide for a community, I’d like to now get positive help and funding to expand. I know what I do, works! I’ve built this project mostly by myself and I’ve been rewarded through my persistent and keeping focussed. ■

Da Big Freeze



Da Big Freeze was a huge ice skating event organised by Hold it Down in June 2008. 365 young people showed up to the event which aimed to unite the young people in Hackney and talk about the worries they face in today's society.

Councillor Ian Rathbone, the Speaker of Hackney, pictured above, attended the event and said: "I really enjoyed the event, it was excellent to see so many young people from Hackney come together, enjoy themselves peacefully and show a real pride in their borough. Young people can enjoy themselves without causing problems to others. And I found politeness and respect from them."

Events like this help to give our young people an opportunity to say what's on their mind and have a good time. Organisers Hold it Down, which I understand is a voluntary and community sector project led by young people and managed by HCVS, showed just how effective community led projects are at reaching those young people labelled hard to reach. I take my hat off to them and their hard work. It is important to listen to what young people have to say, if we are to effectively change things for them - and for ourselves."

Young people who came enjoyed it so much they wondered why more events weren't organised. Hold it Down suggested the youth should give them ideas for events they would be interested in attending. Overall, Da Big Freeze wasn't only an enjoyable event, it was also a useful event for the youth.

By Serena Asante at HCVS on work experience from Our Lady's Convent High School.

ⓘ If you are a VCS group working with young people and would like to work with Hold it Down on future events. Please contact Dave or Dean
 ☎: 020 7923 1962 ✉: dean@hcvs.org.uk
 ✉: dave@hcvs.org.uk

Every organisation matters

Mapping the children and young people's voluntary and community sector

Hackney's children and young people's voluntary and community sector was described as 'vibrant in terms of the level of activity' but also 'there is a high degree of uncertainty regarding future provision'. The borough was one of four UK areas used as case studies in research the Office of the Third Sector called 'ground breaking' published by NCVCCO and the NCVYS.

The report: Every Organisation Matters: Mapping the children and young people's voluntary and community sector, found that the sector employs one in three of the total voluntary sector workforce and generates income in excess of £1.5 billion a year. Key issues highlighted were:

- Smaller groups disadvantaged by commissioning
- Need for better data at grassroots level
- Summary of Children & Young People's (CYP) profile of VCS in Hackney
- Need for more support from public sector bodies for more infrastructure.

Jake Ferguson, Chief Executive Officer, HCVS said: The key report puts its finger on some of the key issues – concerns about commissioning, core funding and the need for better support to smaller organisations to engage in public service delivery. I am keen for the sector to capitalise on this report to secure much needed resources for CYP infrastructure and long term sustainability'.

To improve our support to Hackney's children and young people's sector, we have issued a survey to VCS groups to create a directory for the sector. There are two prizes of £25 and £50 available to those who return completed surveys by 1 October.

Funded by the Office of the Third Sector, this research forms part Speaking Out, a joint National Council of Voluntary Child Care Organisations (NCVCCO) and the National Council for Voluntary Youth Services (NCVYS) project that seeks to get the voice of the CYP VCS heard in key policy debates. Download the report from [☎: www.ncvcco.org/index](http://www.ncvcco.org/index) ■

ⓘ The survey is also online [☎: www.hcvs.org.uk](http://www.hcvs.org.uk) or call Kristine ☎: 020 7923 1962.

Team Hackney Large Community Grants Update

Victim Support and Youth Skills Network

In 2007/08, Team Hackney awarded 14 organisations grants of up to £50,000 for the first time through the Team Hackney Large Community Grants programme.

In the next issues of SPARK, Elizabeth Adebola from HCVS Grants Team will introduce some of these organisations about how they are finding this new process, to begin we have Victim Support and Youth Skills Network.

To prepare the groups for the rigours of delivering on a contract, Team Hackney increased the monitoring requirements and commissioned independent evaluator, Rocket Science to assist us track the progress of the £5k - £50k grants.

Rather than complete and return all monitoring information at the end of the project, awarded organisations have to submit quarterly monitoring reports. Niall and Elizabeth will be visiting each organisation to monitor their expenses and receipts and consultants from Rocket Science will visit to track progress on their beneficiaries.

The first quarter just ended and all organisations have submitted satisfactory first quarter monitoring reports.

📍 To find out who was awarded a grant, check out 🌐: www.hcvs.org.uk

Victim Support's project provides casework support for victims of violent crime aged between 16 and 25 - victims of gun and knife crime and assault - common assault, ABH, GBH, attempted murder, robbery and kidnapping. We work closely with other local specialist support agencies, such as Police, Youth Offending Team, Homerton Hospital, schools and colleges to ensure a holistic approach to all victims needs.



Through immediate emotional and practical support, young people are given the means to deal with the impact of the crime and reduce the likelihood of being a repeat victim.

Intensive support works to resolve any deeper issues for the client: housing and employment problems which may increase their vulnerability to committing crime, being in a gang or being a victim of crime. We will work on an exit strategy with young people that want to get out of a gang and there will be considerable outreach with hard-to-reach young people who are socially excluded.

The project had a late start and is only in its first month, however we have developed a working relationship with Hackney Young People & Children's team. We have already helped one victim and their family who experienced gang and gun related violence in and around their home. We liaised with housing and the family have successfully been placed in temporary accommodation thus reducing their re-victimisation. We find the monitoring for the project easy and straight forward and it will help us secure future funding.

📍 Anita Reid, Victim Support 📞: 020 8533 5332

Youth Skills Network started the WHAT'S GOOD project in April 2008. The aim is to show young people WHAT'S GOOD in Hackney and how to use their creativity with innovative media / marketing techniques to help make the community aware of services such as sexual health, drugs advice & mentor programmes which are underused.

There are opportunities for those who show true commitment to gain freelance media apprenticeships. We have some amazing feedback from our young participants so far and the strength of the team grows with every session. We are extremely happy with the progress of the WHAT'S GOOD Project and can already see a number of young people that have a passion for the industry and have the willingness and potential to make steps towards a career in media. We are excited to see what the next stages of the project have to offer.

The reporting process has been fine and the meeting with the Francesca Hopwoodroad [Rocket Science] was extremely beneficial. We are in the process of putting together a tender for Team Hackney Positive Activities for Young People. 📍 Andrew Fraser 🌐: www.ysn.org.uk

Feedback on the Compact

Thank you to everyone who took part in the consultation on Hackney's Compact. Over 30 people from voluntary and community sector (VCS) organisations joined us at our three consultation events organised by HCVS on behalf of the Community Empowerment Network.

All three events were very lively, productive and engaging sessions. We had interesting discussions around more equal and fair statutory contracts with the VCS, premises for community groups and for statutory funders to be more flexible on the monitoring data required on service users - particularly people from hard to reach communities such as young people and asylum seekers.

The summary of feedback gleaned from these sessions is available on our website at www.hcvs.org.uk

Niall Sweby, Director of Programmes at HCVS who sits on the Compact Working Group said: 'The results from the consultation show that there is considerable interest amongst Hackney's VCS in the Compact and a strong desire to 'get it right', particularly the implementation and awareness raising.

While many of the comments on the draft were very positive, others highlighted big questions over the implementation of some areas such as full cost recovery and the importance of drawing in the hundreds of organisations in the borough so they not only know of the Compact but understand how it can help them. These will be the issues considered by the Compact Working Group when it next meets in October.'

What happens next?

On top of the feedback from our consultations, 13 written responses were received by the Compact Working Group: from three statutory organisations, nine third sector organisations and one staff group (trade union representatives) from a statutory organisation. The Group have revised the text of the Compact resulting from this and they are meeting in October to agree the new draft. Once it's been agreed, it will be available on our website - www.hcvs.org.uk ■

Stay up to date on this and other local VCS news, sign up to the HCVS Information Service
☎: 020 7923 1962 ✉: gillian@hcvs.org.uk

Does your organisation work with people with drug and alcohol, or anti-social behaviour issues?

You can raise issues with Team Hackney through the new CEN reps.

Team Hackney's Drug and Alcohol Action Team Sub-group: This group is currently looking at strategic commissioning in this area, as well as the new drug strategy and work to close crack houses.



Patricia Salt is the Director of the City and Hackney Alcohol Service which has been working with people with Alcohol problems since 1994, and last year opened the new Crossroads drop in centre on Mare Street.

✉: patricia.salt@chalcoldservice.org.uk



John Hilton is the Director of Off Centre which is a free and confidential counselling, advice and information service for young people aged 13 to 25 who live, work or study in Hackney.

✉: john.hilton@offcentre.org.uk

Team Hackney's Anti Social Behaviour Sub-group: This group is currently looking at a Hackney Standard for social landlords as well as the work of intensive family support and parenting groups.



Steve Curtis is the founder of CityZEN, a peer led youth empowerment organisation, working across Hackney with many partners on projects from peer research to workshops in schools

✉: steven_curtis@btconnect.com



Ergel Hassan is the General Manager of YOH a peer-led youth organisation running year round outreach programs and youth activities in the Haggerston area.

✉: ergel@yoh.org.uk

📍 We are going to start network meetings for all voluntary and community groups working in these areas – if you are interested in attending, or being kept in touch, please contact Liz Hughes, Temporary CEN Coordinator
☎: 020 7923 8184 ✉: liz@hcvs.org.uk ■

Looking for a venue?



Look no further..

HCVS has conference rooms you can book with a laptop and projector for AGMs, meetings, training workshops or celebrations.

We have space for up to 45 people and we can provide refreshments for your guests.

Prices start from £15 an hour

To check availability, please contact HCVS on 020 7923 1962 or info@hcv.org.uk



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North London

- Hackney: Stamford Hill Library, Portland Avenue, N16 6SD (9.15 - 11.15 & 11.00-1pm)
- Brent: (venue & time to be announced)
- Hammersmith and Fulham: (venue to be announced)
- Haringey: (venue & time to be announced)
- Islington: (venue & time to be announced)



South London

- Brixton: Ferndale Sports Centre, Nursery Rd SW9 8PB (9.30 - 11.30am)
- Croydon: (venue & time to be announced)
- Greenwich: Greenwich West Arts Centre, 141 Greenwich High Rd, SE10 8JA (1 - 3pm)
- Lewisham: St Hilda's Church, Courtral Rd, SE23 (9.15-11.15am)
- Lewisham: Holbeach Primary School, Doggett Rd, Catford SE6 (12-2pm)
- Peckham: Peckham library, Peckham Hill St, SE15 (2.30 -4.30pm)

Courses for Parents & Teachers:

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Child's Genius (Based on the book)
(Five week course for parents)



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- Education and culture
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(Five week course for parents & others)



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- Family tree
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- Family development
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www.ebonyeducation.com

info@ebonyeducation.com

the funding directory

For funding information subscribe to:

Sustainable Funding Project

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📧: www.fit4funding.org.uk

✉: Andrew.Pring@fit4funding.org.uk

Grant- making Trusts

☎: 08450 777 707

HCVS help with funding

- You can book an appointment with our Development Team for an individual advice session.
- You can book time to use FUNDER FINDER a computer programme that searches over 4,500 funders which make grants to VCS groups.
- You can sign up for HCVS' free email or paper newsletter and get funding news as it happens...

📧 Gillian Trevethan

☎: 020 7923 1962

✉: gillian@hcv.org.uk ■

Young People's Fund 2: Local grants

Closing date: 16 October
£10,000 - £500,000

📧: www.biglotteryfund.org.uk

☎: 0845 603 6725

Building Democracy Innovation fund

To support projects that help people to address public issues and influence government.

Closing date: 26 Sep 2008.

📧: www.buildingdemocracy.co.uk

☎: 0207 210 8822

v Match Fund

Closing date: 31 October

Six categories: community cohesion, environment, health, human rights, supporting children and young people, and poverty.

📧: www.wearev.com

Grassroots Grants comes to Hackney

Small community groups and projects in Hackney are to benefit from a cash injection, of over £130,000 after St Katharine & Shadwell Trust made a successful bid to distribute Government funding to grassroots initiatives in the area, Grassroots Grants' is a three year grants and endowment programme that comes from the Office of the Third Sector and is administered nationally by the Community Development Foundation.

Organisations can apply for up to apply for a maximum of £5,000 over three years, from HCVS who are managing Grassroots Grants in Hackney. To be eligible, community groups will have an average turnover of less than £20,000 a year and a constitution, management committee and a bank account. Application forms are available online at www.hcv.org.uk or call Elizabeth or Nadia on 020 7923 1962 for a paper copy.

Local community organisations could also stand to benefit from a further £400,000 if local philanthropists and businesses come forward to put up cash to match some of the government's funds. Local people are being offered the opportunity to more than double the value of their charitable donations if they do their giving through a long-term fund set up by St Katharine & Shadwell Trust, which will ensure that further grants are available when the current programme ends in March 2011.

📧 Elizabeth Adebola

☎: 020 7923 1962

✉: elizabeth@hcv.org.uk

Kristine passes Quality test



Congratulations to Kristine Wellington, left, our Children, Families and Young People's

Development Adviser who has successfully passed the Charities Evaluation Services (CES) peer reviewer course assessment and is a registered PQASSO Quality Mark peer reviewer.

Said Kristine: My role as a PQASSO mentor, is very different from my new role as PQASSO peer reviewer. Now, I will take a more hands-off approach and work with children and young people's and second tier bodies mainly out of Hackney.

My role is to verify whether the self assessment claims are met. I went through a tough test to become a peer reviewer. Some of my colleagues declined, they felt it was like being an external auditor and it was to a degree, but would the PQASSO Quality Mark have credibility if it was easy to achieve? Of course not.

PQASSO stands for Practical Quality Assurance System for Small Organisations PQASSO is the leading quality system in use in the voluntary and community sector, and has won The Charity Awards 2008 award for Effectiveness. The Charities Evaluation Service (CES) has listened to user's views and produced the Third edition of PQASSO.

For more information check out
📧: www.ces-vol.org.uk ■

📧 Kristine Wellington

☎: 020 7923 1962

✉: kristine@hcv.org.uk

Leading light for user involvement

Sheila Ramdular, Director of Hackney Family Backup (HFBU) is one busy lady. Having proved her success in empowering parents of children with disabilities and as a Community Empowerment Network (CEN) representative, Sheila talks to SPARK about the credentials which won HFBU the contract for a Disability Forum, launching on 6 October.



Specialist: Sheila Ramdular

What do you do?

Hackney Family Back-Up started in 1989 in response to parents of disabled children who needed breaks from care. We do lots of events which families love because they say people disapprove of their kids, whereas HFBU like children! Short breaks remain our core work but we offer other services including a toy library which has play and sensory equipment for all ages, we even have a Wii!

What is your track record?

User involvement in planning services is my speciality, this stems from my work at Peter Bedford, which led the field. Our parents group, Hackney Families Together, started three years ago. It's all about parental involvement in designing services for disabled kids and others like leisure and housing. Parents come to support each other and to change things.

Do people listen?

Professionals understand the value of hearing these things from someone at the receiving end of what they are doing. This makes it easier to develop services that deliver what parents want.

What's your major success?

We started a support group for parents of disabled children with challenging behaviour. A lot of personal experience went into this, having a son with ADHD I had been to different support groups so took the best from each. Parents meet together while the kids have fun with trained playworkers.

We have seen 35 parents over the last two years. I feel it's one of our most important pieces of work. Parents are very stressed and isolated as are the siblings.

And your new business cards?

When your child has a hidden disability like ADHD, they need constant supervision and their communication problems are not always apparent. It's hard for parents to go out, as people don't understand their kids' behaviour. We developed 'business' cards similar to The National Autistic Society, below,

This child has disabilities which might cause him / her to:

- become upset or aggressive
- Behave in ways which might be unusual
- Shout or swear

This might be happening because s/he does not understand what is happening, is frightened or distressed, or cannot tell you what is upsetting him/her.

We appreciate your patience and understanding.

which parents can hand out when they are out and their children start to create. This saves the parent having to explain what's wrong as the card does it for them. Parents have said it's really helpful. One mother used it in a supermarket and they opened up a till for her.

How does your CEN role help?

I facilitate this group and Hackney Families Together, I think it's important as people often say they understand but don't but with me they know I do.

Advocacy is really important and being a rep at Team Hackney meetings helps us build stronger relationships with parents. They know they can raise issues with me which I can then take further.

It's important for the voluntary and community sector to come together at the Children & Young People's Providers Forum and talk with statutory partners about the issues we face.

And the Disability Forum?

This is our exciting new direction. Building on our expertise of providing user led forums, we got the contract from Hackney council to provide one for disabled people in Hackney. We launch 6 October and have buy-in from the Council to improve services for disabled people. The direction of the Forum will be determined by the people who join, so we are looking for as many disabled people as possible to join. ■

Hackney Family Backup

18-22 Ashwin St London, E8

☎: 020 7275 0088

🌐: www.hfbu.org.uk

Summer days

Where did the summer go? Have a look at how Hackney's voluntary and community sector - and Diane Abbott - made the most of the sun this year.

① 'I congratulate the **Clapton Pond Neighbourhood Action Group (CPNAG)** on achieving this wonderful transformation of the Pond area – a real oasis for residents. It's this kind of excellent community initiative which makes for effective working in partnership with the Council,' said Diane Abbott, Hackney North and Stoke Newington MP, as she snipped the ribbon to re-open the Pond to the public on Saturday, 2 August. The CPNAG raised funds for a new noticeboard, a new bridge, fountain and play area for Clapton Pond, located in Lower Clapton Road.



① **Ian Rathbone**

✉: ian.rathbone@tiscali.co.uk

② City & Hackney Alcohol Service (CHAS) opened their refurbished reception at The Crossroads Centre on Westgate Street. It is the first point of contact for people who have alcohol-related problems.



Approaching an alcohol service for the first time can feel intimidating; therefore the reception was designed to be bright and welcoming. Pictured left to right: Eamann Devlin, LBH, Geoff Ferguson (Chair) Diane Abbott and Patricia Salt (Director)

② **CHAS** ☎: 020 8525 1313

③ In July, **Evelyn Court Association of Tenants (ECAT)**, held their Fun Day. As reported by Hackney Gazette: 'It proved conclusively that tenants at Evelyn Court in Amhurst Road had successfully reclaimed the area by making a stand in partnership with safer neighbourhood groups against drug peddlers and junkies who used to congregate there.'



③ **Maggie Cooke**

✉: ecat.hackney@hotmail.co.uk



④ Hackney Family Back-Up held a pampering day to celebrate the success of Hackney Families Together – a successful consultation forum and information group for families of disabled children from Hackney. With belly dancing lessons, Indian Head massages and prize draw with prizes donated from Hackney Empire, Rio cinema, Nandos and Energie Gym plus live music from African band distant cousins. ④ **Catherine Love** ☎: 020 7275 0088



⑤ Meet Alhaji Jabbie (AJ), above, star graduate of the **Ready for Work** programme, launched by Inspire!, Hackney's education business partnership. AJ admits his application to his studies was not all that it should have been.

Ready for Work, designed to re-engage disillusioned students, combines employability skills training with work placements.

After his initial training, AJ was soon impressing Hackney Council staff on a placement at the Town Hall. A longer spell with Division 5 builders proved a turning point. "One day a plumber came in and I did some work with him. I decided to find out more about plumbing and construction as I felt it was something I could do and enjoy," AJ says. He returned to school to complete his GCSEs and intends to study plumbing at college.

AJ is now an ambassador for Ready for Work and has made such an impact that Boulevard Catering gave him £250 needed for a volunteering trip to Africa."

Ready for Work is funded by the Learning Trust.

⑤ **Roberta Pearce** ☎: 020 8553 0081

⑤ **Please send in your photos of your events and 50 words for the next SPARK in November.**

☎: 020 7923 1962

✉: gillian@hcvs.org.uk ■

Autumn Diary

Here's a list of upcoming events, meetings and workshops. For weekly updates subscribe to HCVS email news service, contact Gillian Trevethan ✉: gillian@hcv.org.uk

September

13 – 21 Sep: London Week of Peace

🌐: www.weekofpeace.org.uk

13 Sep, 5.30 - 9.30pm: Gospel Concert – stop our future dying young @ Wayside Community Centre at St John at Hackney church, 356 Lower Clapton Road, E5. £5 ☎: 020 8986 7531

14 Sep, 2 - 5pm: Nida Trust: Why teach? @ Ebrahim College, 80 Greenfield Road, London, E1 1EJ ☎: 07983 804 410

14 Sep, 2 - 3pm: Hackney Peace Walk @ Stoke Newington Common & Town Hall Square 3 - 5pm
🌐: www.teamhackney.org/

17 Sep, 4 - 5pm; Secret Garden Flower Show & Fete @ St Mary's Secret Garden, 50 Pearson Street, off Kingsland Road E2 8EL Claudia ☎: 0207 739 2965

18 Sep, 9.30-1.30: Economic Development in Hackney @ Queensbridge Centre, 30 Holly Street E8 3XW ☎: 020 7249 7669 ✉: quality@hten.org

October

1 Oct 2008: International Day of Older Persons

Oct 2008: Family Learning Festival 2008

Oct 2008: Black History Month

🌐: www.blackhistorymonthuk.co.uk/

3 Oct, 1.30 - 4.30 pm: Hackney Refugee Forum AGM @ Methodist Church Hall, 11 Richmond Road E8 ☎: 020 7923 1962
✉:RWCA1991@hotmail.com

6 Oct: Launch of Hackney Disability Forum @ Venue to be confirmed ☎: 0207 275 0088 / Text phone please dial: 18001 0207 275 0088 ✉: catherine@hfbu.org.uk

10 Oct: World Mental Health Day

🌐: www.grthm.co.uk

21 Oct, 10 – 5pm: Train the Trainer Getting Ready for Enterprise @ Venue to be confirmed ☎: 020 7923 1962 ✉: kristine@hcv.org.uk

November and December

01 Nov: International Volunteer Manager Appreciation Day

01 - 07 Nov: Youth Work Week

5 - 7 Dec: Alternatives to violence weekend workshop @ The Grayston Centre, 28 Charles Square, London, N1 6HT ☎: 020 7324 4757 ✉: info@avplondon.org.uk

9 Dec, 10 – 5pm: Getting Ready for Enterprise @ Venue to be confirmed ☎: 020 7923 1962 ✉: kristine@hcv.org.uk

Hackney Play Association: Autumn / Winter Courses

For people working in organisations with children and young people, includes First Aid, Food Hygiene, inclusive play, manual handling and more. ☎: 020 7254 9944 ✉: admin@hackneyplay.org

Fast 4wrđ: a deep:black exhibition to celebrate London Week of Peace 2008

Fast 4wrđ is deep:black's creative journey through the radical changes that Hackney is currently experiencing as part of it's major redevelopment. deep:black is providing a platform for Hackney residents to explore their hopes and fears around the rapid changes. In a summer workshop a group of local residents captured 'change' in photo, sound and film.

Come and join us on the journey and see and hear what change means for them – and tell us what it means for you!

Exhibition: 04.09. - 22.11.2008

Exhibition Launch Event: 11 September 6pm

Exhibition Closing Event: 20 November 6pm

All events @ Hackney Museum

deep:black is Hackney's conflict and arts company

To find out more: contact@deepblack.org.uk

deep:black

a place where conflict is creative