



Northside
Partnership

Annual Report 2014

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Foreword

2014 has been a year of both challenge and progress for the Northside Partnership. It marked the last full year of the Local and Community Development Programme (LCDP) through which the Partnership and other Local Development Companies (LDCs) work against social exclusion and poverty.

Meeting goals & expectations

Despite the difficult economic circumstances of recent years, 2014 proved a successful year for meeting both our programme targets under the LCDP and the needs and expectations of our clients and partners. This report will illustrate how the Partnership addressed the LCDP's four goals in 2014, which has not been without challenges.



The number of people seeking supports has increased, at the same time as opportunities for helping people progress – such as resources for training courses – have become fewer and more complex. However, the levels of participation and engagement with our work, combined with the feedback we have received from past and present clients, indicate high levels of satisfaction with our services.

Collaboration with partners also has been positive and fruitful. Key statutory agencies, such as the HSE and Dublin City Council, have become increasingly supportive of Partnership-led actions and our engagement with schools, education providers, the Community Forum and the Communiversities programme have encouraged and enabled more clients to progress into education than in previous years.

Furthermore, the leverage of €3,293,500 in new funding from the HSE, the Cadbury Foundation and the Irish Cancer Society is a great indication of confidence in the Partnership's capacity to meet our partners' policy objectives.

This year was also a good year in terms of the Partnership's public face. We adopted a new communications policy, strategy and logo. A redesigned website was launched and we expanded our social media presence on Facebook and Twitter. Improved internal and external newsletters were developed and rolled out. We also engaged IT company Enclude to develop a new Customer Relationship Management (CRM) system and database. These will go live in the first quarter of 2015.

Addressing gender

In 2014 the Partnership worked to redress the worrying gender trends that have emerged from the economic collapse of recent years. The crash has resulted in considerably higher unemployment among men than women and the gender balance of people presenting in employment has become skewed. In the Tús programme, for instance, it can be difficult to achieve enough female referrals and the Enterprise programme has also seen a disproportionate number of men presenting. We have raised these issues with statutory agencies and a full review of gender balance and inclusivity in programme delivery, outcomes, monitoring and reporting will be conducted in 2015.

Challenges for staff

It has also been a challenging year for Partnership staff. Staff faced increasing reporting and administration duties coupled with greater demands for services. The tendering process for the Social Inclusion and Community Activation Programme (SICAP), which will replace the LCDP, added to staff workload while the operation of the Partnership's programmes had to continue and clients' needs had to be met. Though the process brought about considerable innovative thinking, it stretched the capacities of the organisation and those involved.

Compounding these difficulties is a lack of training and development opportunities available to staff, due to budgetary constraints. The Partnership lacks the financial capacity for a dedicated Human Resources manager or ongoing HR support. In an organisation of over 250 staff, including Tús workers, this is particularly concerning.

Despite these challenges, our staff showed great resilience and dedication to their roles and played their part in helping Northside Partnership to deliver on our vision, mission and values. I would like to thank them for their hard work and commitment in 2014.

Looking forward to SICAP

SICAP will replace the LCDP in April 2015. This new programme will require new and innovative approaches to programming and to collaborations between LDCs, statutory agencies and people in disadvantaged communities.

As we move into this new phase of our work in 2015, there will be new challenges but there will also be exciting new opportunities for the Northside Partnership to enhance social inclusion for our clients and to address poverty in the communities where we work.

I would like to conclude by acknowledging the excellent support which the Partnership received in 2014 from our funders, community and corporate partners. These strong relationships are critical to enabling us to deliver programmes and supports for the communities where we work. We are looking forward to building on these relationships as we embark on this exciting new phase in 2015.

- *Marian Vickers, CEO*

About Northside Partnership

Northside Partnership is a Local Development Company that works to empower people in disadvantaged areas of north east Dublin to bring about positive changes in their own lives and communities.

We serve as a bridge between our local community, the state and the private sector to secure resources and create opportunities for education, training, employment, enterprise, family supports and youth programmes.

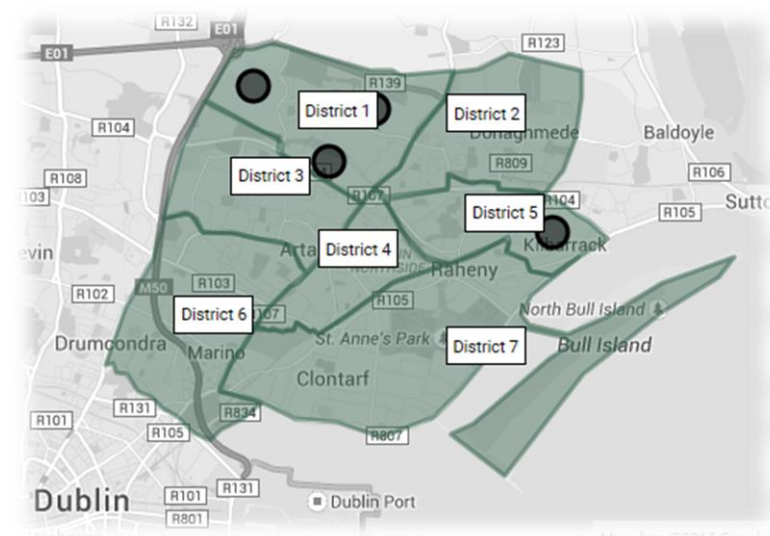
We use innovative partnership approaches to progress a social inclusion agenda and to address structural issues, barriers and blockages to employment and to stimulate investment in local sustainable enterprises and initiatives.

Who We Work With

We support all people and groups in our community including people looking for work, students, people starting their own business, children and families, young people, older people, parents and guardians, and childcare providers. We have particular focus on working with those who are long-term unemployed and those at risk of becoming long-term unemployed.

Where We Work

Northside Partnership works in Dublin City Council's Dublin North Central administrative area (with the exception of the electoral districts added under the Electoral (Amendment) Act 2009). The catchment area has a population of approximately 131,000. It is divided into 7 districts.



From LCDP to SICAP

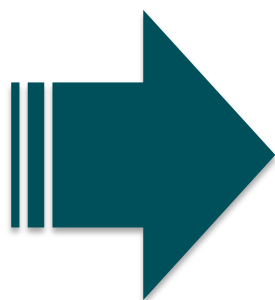
Goals of the Local & Community Development Programme

Goal 1: Promote awareness, knowledge and uptake of a wide range of statutory, voluntary and community services

Goal 2: Increase access to formal and informal education, recreational and cultural activities and resources

Goal 3: Increase people's work readiness and employment prospects

Goal 4: Promote engagement with policy, practice and decision-making processes on matters affecting local communities



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Goals of the Social Inclusion & Community Activation Programme

Goal 1: To support and resource disadvantaged communities and marginalised target groups to engage with relevant local and national stakeholders in identifying and addressing social exclusion and equality issues

Goal 2: To support individuals and marginalised target groups experiencing educational disadvantage so they can participate fully, engage with and progress through life-long learning opportunities through the use of community development approaches

Goal 3: To engage with marginalised target groups/individuals and residents of disadvantaged communities who are unemployed but who do not fall within mainstream employment service provision, or who are referred to SICAP, to move them closer to the labour market and improve work readiness, and support them in accessing employment and self-employment and creating social enterprise opportunities.



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Local Development

The Local Development programme works with the community to identify priority needs and opportunities. The focus is on empowering communities to become involved in and shape the decision-making processes that affect them.

Northside Community Forum

The Partnership revived the Northside Community Forum in 2014, bringing together over 50 local community groups (LCGs) and community-based organisations to address local issues and to build links, communication and cooperation on issues of mutual interest. Members' meetings were held and elections brought new people onto the committee.

The North Dublin Development Coalition, NorDubCo, provided training in financial management, budget preparation and IT to Partnership staff and LCG members. NorDubCo also supported the DCU Civic Engagement strategy in disadvantaged areas and organised two Public Policy Seminars, addressing enterprise development, local economic development and industrial liaison.

Community Garden & Men's Sheds

In partnership with Doras Buí and Coolock Development Centre, the CHANGE Community Garden opened on Bunratty Drive in May. The garden is a key part of a wider CHANGE (Creating Health Around Nutrition, Growing and Eating) initiative, which aims to address issues of food poverty in the local community and to empower people to make healthy food choices for themselves and their children.

An Open Day in July included garden tours, gardening demonstrations, healthy food and children's entertainment. The future plan is for the Community Garden to offer horticultural training, provide locally-grown produce for garden volunteers and the nearby Healthy Food Made Easy courses, as well as offering a relaxing and therapeutic space for local people to connect with nature.

The Local Development team also worked closely with Dublin City Council to develop a Men's Shed initiative in Priorswood. This is still at an early stage but will be developed and may be expanded to other areas.



RAPID (Revitalising Areas by Planning, Investment and Development)

The Partnership continued to engage with RAPID, the National Development Plan programme to prioritise resources for disadvantaged areas. The Partnership's objective includes enhancing awareness and uptake of services, such as the Money Advice and Budgeting Service (MABS), Northside Community Law Centre and education providers. The Partnership chaired the Area Implementation Team (AIT) in Dublin North Central and our Vice Chairperson is now chair of the RAPID North Fringe forum, which improved cooperation with this area.

Young Community Leaders & Youth Leadership

Young Community Leaders is a leadership training programme for young people. It encourages young people to become the future leaders of their communities in the Northside Partnership area. The programme identifies young people who have already demonstrated an interest in community involvement and provides them with training in personal effectiveness and leadership together with opportunities to start their own initiatives or to become involved in the local community in new ways.

In October 2014, 23 young people graduated from the programme with a Certificate in Youth Leadership and Community Action from NUI Galway. The programme was also invited to Áras an Uachtaráin in February in recognition of their role in reviving the Belmayne/Clongriffin Family Fun Day. The family fun day brought together a wide range of local groups and saw the attendance increase from 60 in 2012 to over 1,000 people in 2013.

The graduate group, Young Community Innovators, were involved in a number of initiatives including an Activating Youth Vote project to encourage young people from North to register and vote in the local and European elections.

In 2014, fifteen young people aged between 15 and 17 completed the 6-day Youth Leadership programme, consisting of leadership exercises, discussions with local leaders and project work. Four young people progressed from Youth Leadership into the Young Community Leaders year-long accredited programme.



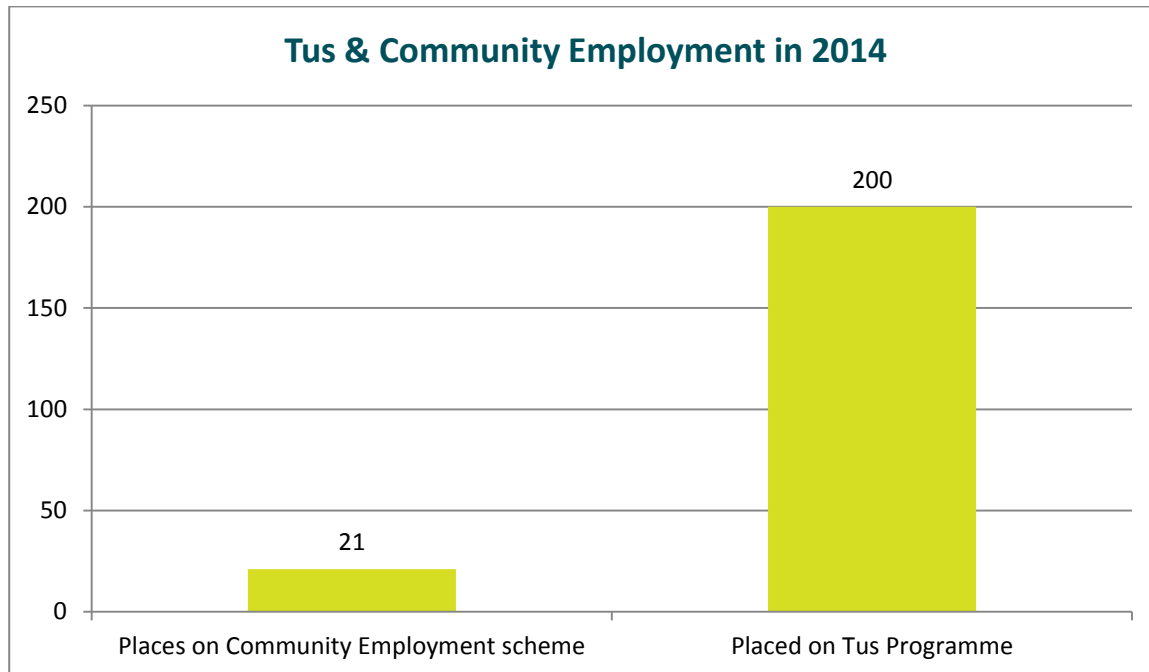


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Employment

Tús and Community Employment

Tús is a community work placement programme that offers a quality work experience for people who have been out of work for over a year. Placements are in community organisations. Northside Partnership employs 200 Tús workers and 10 Tús Team leaders and also runs a 21-person CE (Community Employment) programme.



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However, changes in the CE referral mechanism since FÁS was replaced by Intreo in 2013 have meant that many of those referred to the Partnership do not know what they have been referred for or may not be interested in or be suitable for the position. Many referrals are very distanced from the labour market and may need some level of prior intervention.

The Choices Programme became part of the Tús induction process in 2014. This is a pre-employment training course that builds coping skills, communication and mind-mapping skills, and includes goal-setting and stress management.

The Dublin Local Development Companies' report *Tús in Dublin – Getting Back to Work; a Community-led Response*, which was published in May, demonstrated the success of the Tús initiative in Dublin. Northside Partnership accounted for 24.5% of the total number of participants placed in the Dublin region to date (368 placements within 62 organisations). The report also demonstrated the invaluable support of the Tús initiative to local voluntary and community organisations.

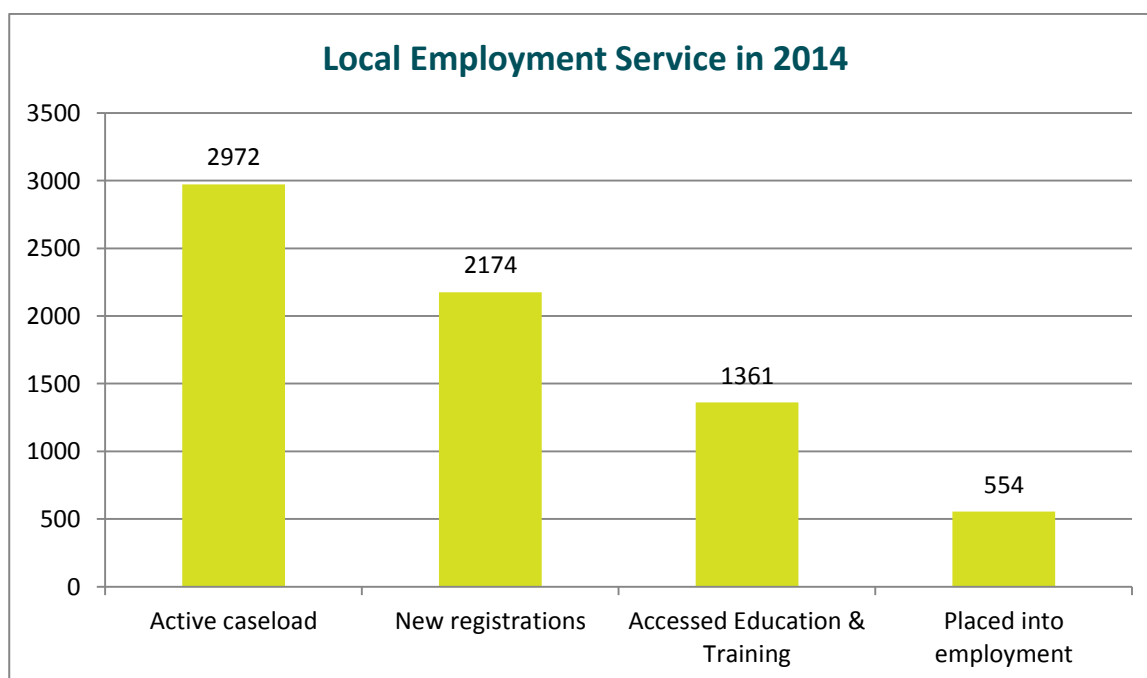


Local Employment Service (LES)

The Local Employment Service (LES) helps clients to find work which is appropriate and suitable through one-to-one employment guidance, CV development, career path planning, referral to education and training services and enterprise guidance.

2014 was a particularly busy year with growing levels of progression into employment – a positive indicator of growth in the local economy. The LES also cooperated with the Construction Industry Federation of Ireland to train and recertify 18 unemployed building workers, enabling them to return to work.

At times during the year, the National Employment Action Plan (NEAP) weekly target of 79 referrals from the Department of Social Protection to the Partnership was not met. The LES agreed to take extra referrals to assist the DSP with increased demand.



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Labour Market Inclusion Programme (LIP)

The Labour Market Inclusion Programme is a one-to-one training and work placement programme to assist former drug misusers to re-integrate into education and employment.

A total of 150 clients completed a variety of one-to-one in-house training courses in 2014, including literacy and numeracy, IT skills, driver theory, motivation and goal-setting (STEPS course), holistic anxiety treatments and Healthy Food Made Easy. Due to demand from clients, LIP also sourced a tutor in floristry and other crafts. Three clients took a five week course, one of whom now sells her wares at craft shows around Dublin.

A new approach in 2014 saw cognitive behaviour therapy (CBT) provided to a small group of clients who were relapsing due to negative thinking which led to a recurring cycle of negative behaviours. LIP ran two CBT courses, benefitting 8 clients. Participants reported that the therapy encouraged a greater awareness

and understanding of negative behaviours and encouraged them to engage in improving their circumstances. One client is now in the process of setting up his own business while another has taken up a back to education course.

LIP also provided life-coaching for four very vulnerable clients who had suffered persistent trauma. While one client benefitted immensely and is hoping to be fast-tracked into a degree programme in 2015, others found it very difficult to engage with the programme, such was their experience of trauma. However, having repeated the course, two of these clients undertook residential detox treatment. One is now clean and studying three mornings a week and the other is completing her aftercare and is also clean.

Greendale Jobs Club

Greendale Jobs Club supports people who are looking for work in north-east Dublin. The two-week programme provides a mixture of group and one-to-one supports designed to help job seekers with their motivation, CV preparation, interview techniques and communication skills.

In November, 30 recent Jobs Club graduates attended a celebration and networking event with Lord Mayor Councillor Christy Burke in Kilbarrack. At the event, this group of job seekers received their Jobs Club certificates from the Lord Mayor and were given the opportunity to use their newly-acquired skills in a speed networking session with local employers Wrights, Northside Homecare Services, UNICEF, Skillsnet and Excel Aviation. Attendees also heard from Jim Nolan of the IE Network on how to stay motivated; from past Jobs Club participants who are now working; and from Martin Byrne from Dimpco on what employers look for in a CV.

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In August, the Jobs Club hosted two talks with Jim Nolan from the IE Network on “Networking and Elevator Pitches” and “Goal Setting for Job Seeking.”

Case Study: Greendale Jobs Club

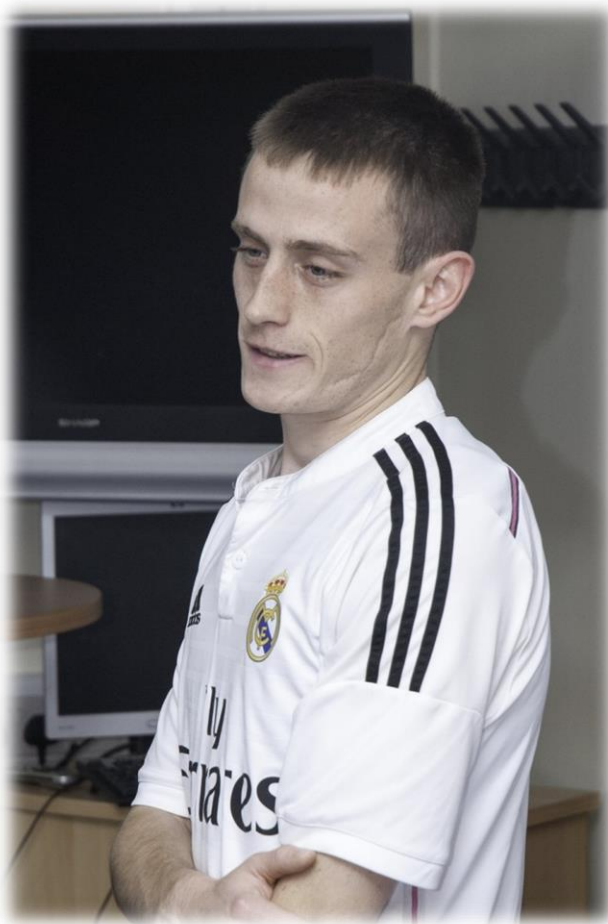
Mark's Story

Mark Gaffney is 26 years old and had been out of work for two years before taking part in Greendale Jobs Club. Having finished his Leaving Certificate just before the recession in 2008, he struggled to find factory work and became disillusioned. Taking part in the Greendale Jobs Club opened up new opportunities for him.

"The best thing was the motivational talks," Mark says. "There was one talk from Jim Nolan from the IE Network about how you need to keep trying and keep networking if you want to do something. It really made me want to pick something and get stuck into it."

Having always enjoyed cooking, Mark decided to pursue it as a career. Instead of applying for factory work as he had been doing previously, he took a part-time FETAC level 4 catering course in Coláiste Íde in Finglas while working part-time in the restaurant of a local community centre.

"I can honestly say that without taking part in Greendale Jobs Club I wouldn't have been half as motivated and I'd still be in a rut and not doing anything," Mark says.



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Speedpak

Speedpak Limited is an independent packaging company established by Northside Partnership in 1995 to help people furthest from the job market and those experiencing social exclusion to develop the skills and abilities necessary for mainstream employment.

Based on the concept that people with recent work experience and relevant training are more likely to find employment, Speedpak complements quality work placements with one-to-one career guidance and formal, certified skills-based training.

Participants are referred from the Local Employment Service (LES) and Labour Market Inclusion Programme (LIP). Speedpak also provides work experience for up to 20 Tús participants, especially those interested in manufacturing.

Speedpak is particularly suitable for people in disadvantaged areas who have multiple barriers to employment and who require additional supports and interventions to return to the workplace. The company's range of activities means that people can be matched to roles suited to their own abilities and skill levels.

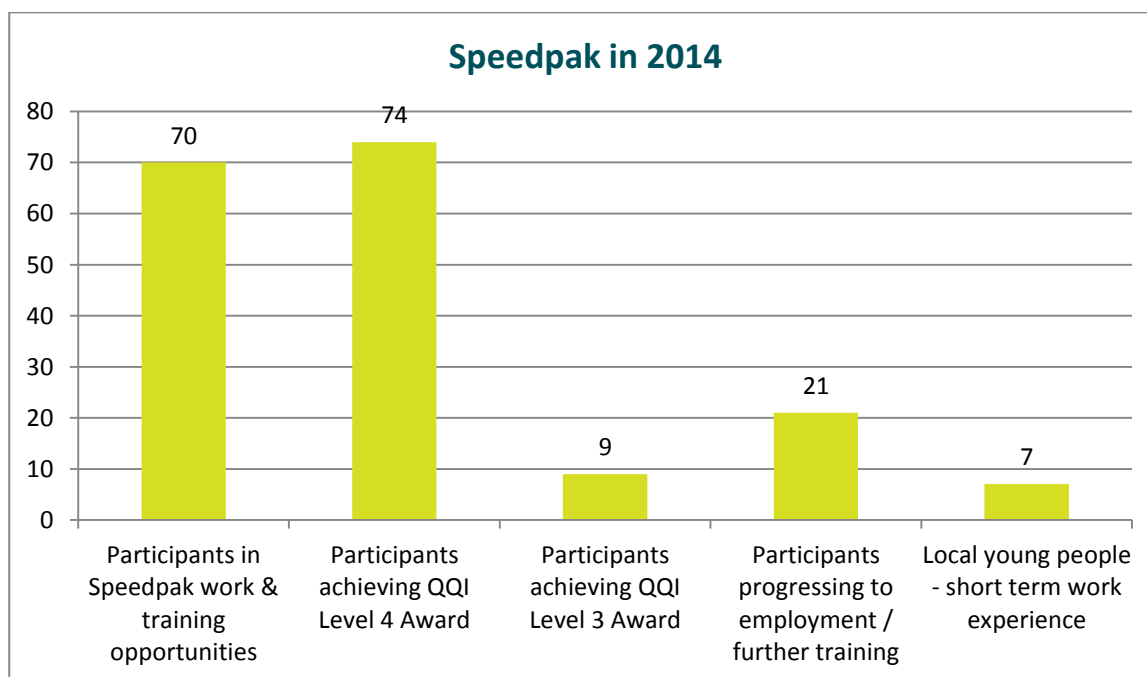


In 2014, Speedpak provided 70 work and training opportunities to long-term unemployed people, including 5 people with disability, 5 ex-offenders and 6 former drug misusers. In addition, 7 local young people gained short-term work placements. Almost 2,000 training hours were completed, and 74 participants achieved awards at QQI level 4 (equivalent to Leaving Certificate). Nine others achieved level 3 awards. This is particularly significant since over 90% of all Speedpak trainees are early school leavers. Over 30% of trainees progressed to employment or further training.

Speedpak also offers a progression route for the Northside Partnership's Tús participants. To date, 35% of eligible participants have transferred to Speedpak's Community Employment Scheme and 5% were provided with full time employment with Speedpak.

Speedpak's Shamrock Rosettes™ brand released a new range of customised embroidered clothing and sportswear in 2014, and also launched an interactive website where customers can build and buy customised prizes and event accessories.

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Northside Business Supporting Community Event

In May 2014, Northside Partnership and Mondelez Ireland came together to host the Northside Business Supporting Community Event at the Cadbury factory in Coolock. The aim of the event was to encourage companies located in north east Dublin to take a fresh look at the area of corporate social responsibility and to consider the role that their company could play in supporting their local community.

The event was opened by Minister for Jobs, Enterprise and Innovation Richard Bruton TD who spoke about the importance of companies being involved in the social and economic development of the areas where they operate.

At the event, Northside Partnership presented attendees with 5 Big Ideas for Action to get involved in which included committing their time to volunteering to support the local community, tackling youth unemployment, supporting education, supporting enterprise start-ups and making north Dublin a healthier place to live.



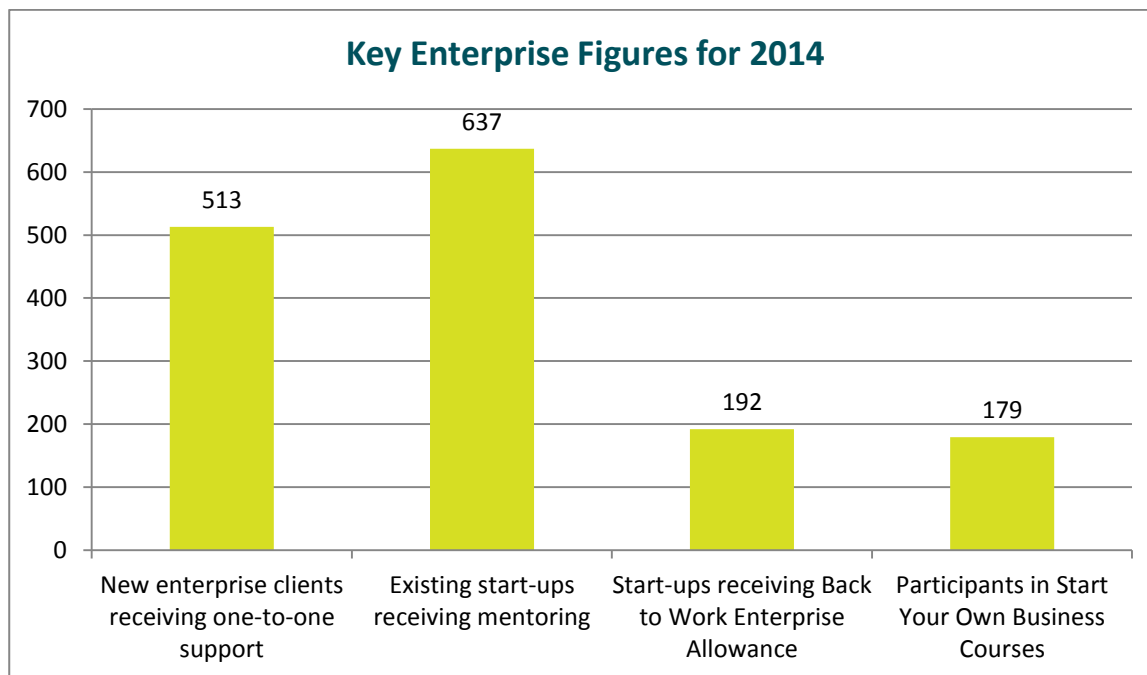


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Enterprise

Northside Partnership offers a range of supports including advice, information, training and mentoring to help people progress from a business idea to becoming self-employed.

Throughout 2014, new and existing start-up businesses received one-to-one advice, guidance and mentoring support from Northside Partnership's enterprise officers. 192 of the new start-up businesses transferred to the Back to Work Enterprise Allowance (BTWEA) benefit. Eight "Start Your Own Business" training courses took place, attended by 179 clients.



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Four start-up businesses exhibited at the North Dublin Chamber of Commerce (NDCC) Expo in November and 15 start-up businesses exhibited at the Christmas Fair in Coolock Village in December. Both events had high turnouts, providing excellent showcasing opportunities for all the participating businesses.

The success of the Enterprise programme is illustrated by the fact that 86% of clients who became self-employed in 2013 were still in business one year later, as were 79% of clients who became self-employed in 2012.

**86% of 2013 start-ups
&
79% of 2012 start-ups are still in
business**

An Enterprise Learning Network was established in 2014 to provide a forum for enterprise/social enterprise matters and to make recommendations to the National Employment and Enterprise Committee.

Despite the successes, challenges remain. Enterprise development is under-resourced, with only one full-time and one part-time Enterprise Officer and a lack of funding for training. In addition, the lack of accreditation for the "Start Your Own Business" training is a drawback that needs to be remedied.



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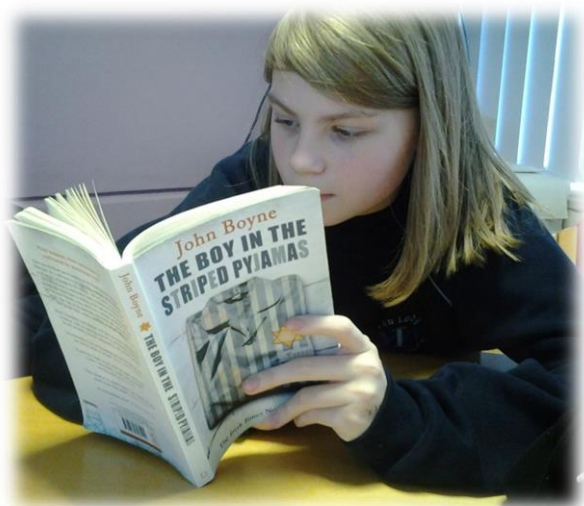
Education

In large parts of the Partnership's catchment area, educational achievement levels are below the national average. Our Education Programme works with education providers, parents, students and communities to provide information on education opportunities and career progression, to support access to education and training and to provide options to take part in life-long learning.

Challenger

The Challenger programme helps pupils to transfer into secondary school and to complete their Junior and Leaving Certificates. In 2014, Challenger supported more than 200 students with grinds, conversational Irish courses, Maths Club, Reading Club, mind mapping workshops, public speaking and presentation skills workshops, cultural tours and Gaeltacht scholarships. Forty-nine students completed state examinations and 24 parents of participating students achieved FETAC certificates at Levels 3 and 4.

Challenger's merit is recognised by teachers and parents alike, though the downside is that demand for the course exceeds the available funding.



Challenger 6th Class Reading Club



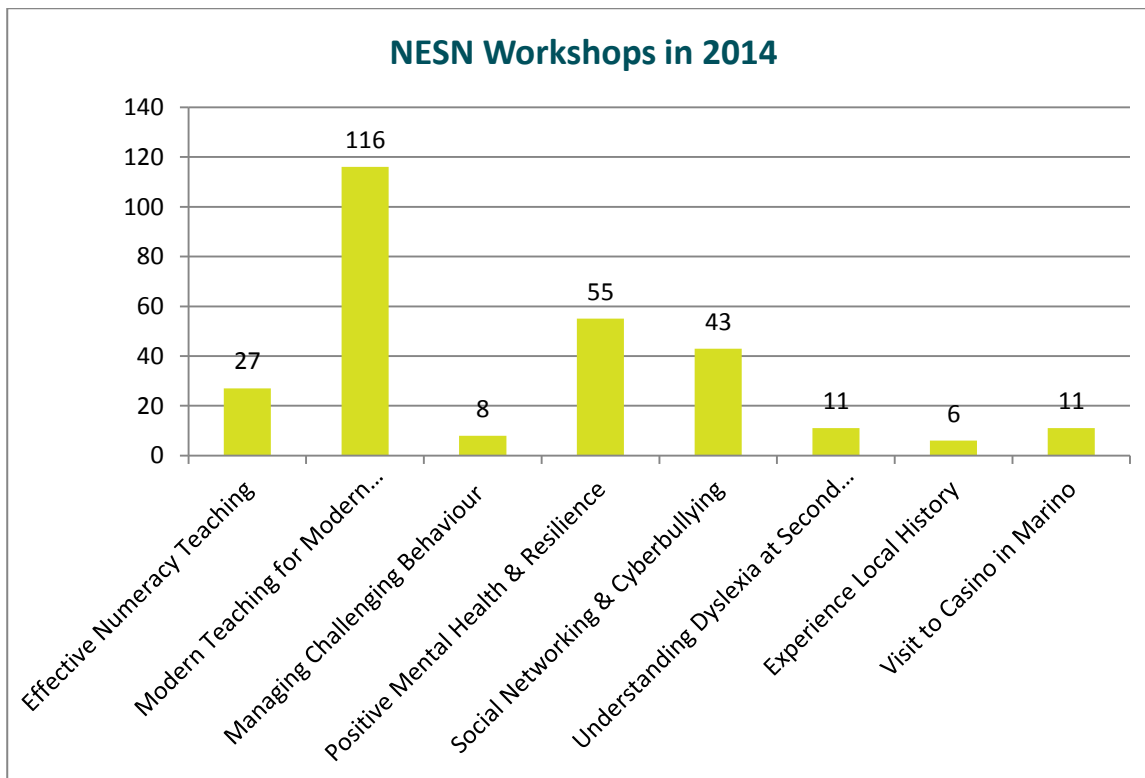
Challenger Graduation Ceremony – May 2014

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Northside Education Support Network

In 2014, the Regional Education Network (REN) became the Northside Education Support Network (NESN). The network enables education providers at all levels to share learning and knowledge and to identify and respond to emerging education needs.

In 2014, the network hosted eight workshops attended by 277 teachers. To mark Safer Internet Day, the network hosted a workshop on "Social Networking and Cyberbullying" which aimed to improve teachers' awareness of the latest trends and to provide practical information on what schools can do to prevent cyber bullying. 43 teachers from schools across north east Dublin attended.



The NESN also hosted a workshop for teachers on the theme of “Positive Mental Health and Resilience” with psychologist Shane Martin. Fifty-five teachers from local schools attended the workshop which explored how teachers can help students to be more resilient.

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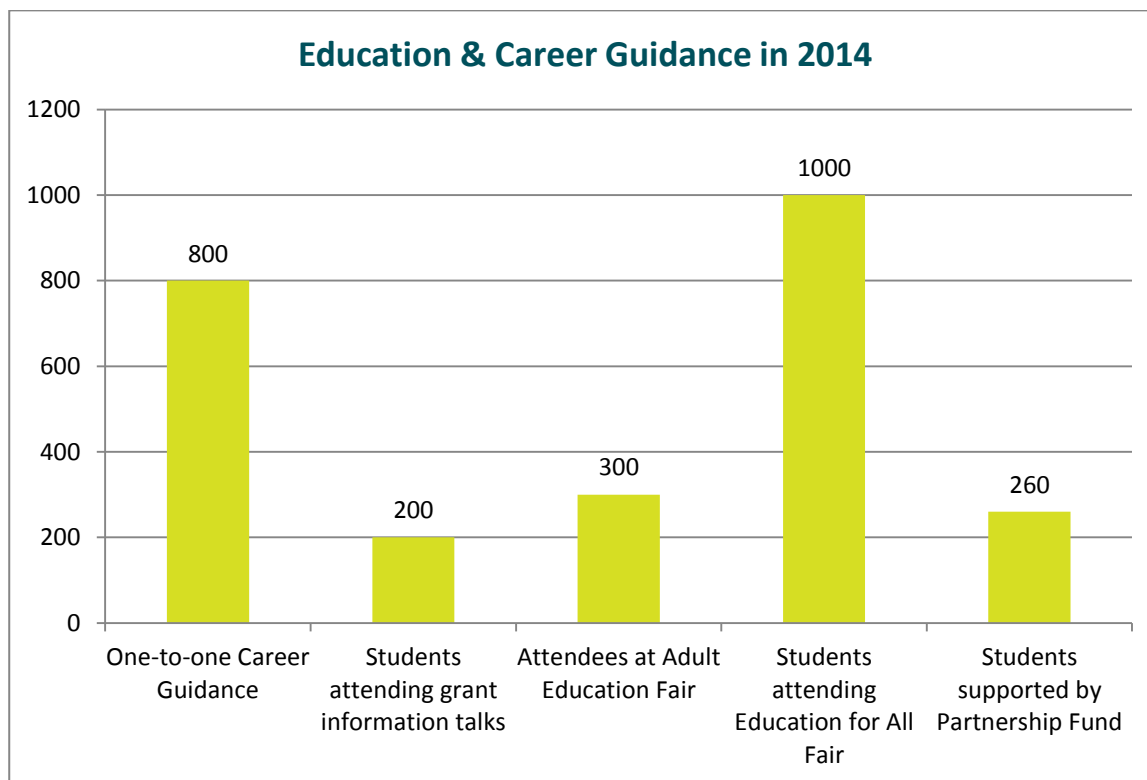
Paul Ginnis – Modern Teaching for Modern Learning



Paula O'Connor – Social Network & Cyberbullying

Education and Career Guidance

Our Education and Career Guidance Counsellor provides free independent advice and support to help clients to explore their education and career choices. In 2014, the Education and Career Guidance service provided one-to-one advice and support to over 800 adults and young people, and organised the Adult Education and Education for All fairs.



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More than 1,000 students from 15 post-primary schools in north Dublin attended the Education for All Fair in Parnells GAA Club. Students had the chance to learn about education options, to find information about courses and to source local courses to help cut down on the cost of attending college.

The annual Adult Education Fair at the Northside Civic Centre was attended by over 300 people. The fair offered the opportunity to meet with local education and training providers. Attendees could also take part in a workshop where locally-based companies including JP Morgan, Mondelez Ireland (Cadbury) and Bunzl Irish Merchants provided advice on CV preparation and interview skills.



Johnny Cooper from DCU speaks to students at Education for All



Karl Holmes (student) & Serena McGivney (JP Morgan) at CV Workshop



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Partnership Fund

For students and families with low incomes, the costs of attending college can often be prohibitive. The Partnership Fund provides a small amount of financial support to students who do not have the means to continue with their education. This support is accompanied by advice from our Education and Career Guidance Service to help students make good decisions, find the right course and apply for other available funding. In 2014, the Partnership Fund supported 260 students to enter third-level education.

Education Trust

The Education Trust helps young people from our target area to access third-level education abroad or outside the greater Dublin area. The Education Trust provides financial scholarships, with support and advice from the Education and Career Guidance service. It is funded by local businesses, charitable organisations and individual donors, including:

- Acumen & Trust
- Atlantic Philanthropies
- Cadbury Ireland (Mondelez)
- Campbell Bewley Group
- Carvill Rickard & Co Solicitors
- Coolock Artane Credit Union
- Printcom
- Society of St. Vincent de Paul

In May 2014, the annual Education Trust Golf Classic was held to raise funds in Forrest Green Golf Club.



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Communiversities

The Communiversities programme offers adults the chance to try a free university-level course through their local library - without the pressures of exams, assessments or projects. The programme is run by NUI Maynooth, Northside Partnership and Dublin City Council Library Service, and provides a grounding in local history and genealogy, politics, sociology and economics. In 2014, 17 of the 25 Communiversities participants progressed to further education.



Traveller Education Network (TEN)

Addressing Traveller education remains a difficult challenge in the absence of national policy to direct local initiatives. The Traveller Education Network held a focus day and reviewed its structure and its future ability to address education issues among Travellers.

Education & training for lone parents

Northside Partnership's specialised service for responding to needs of lone parents enabled 93 people to gain training and development. Fifty lone parents returned to education, 35 achieved FETAC accredited modules at levels 3 & 4 or NFQ equivalent.



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Children & Families

Preparing for Life

Preparing for Life is a prevention and early intervention project working in the communities of Darndale, Belcamp, Moatview, Priorswood, Bonnybrook and Kilmore West in Dublin 5 and 17. It works to improve children's lives by supporting parents, early years practitioners and teachers to use proven approaches to help children achieve their full potential. The programme works with families, health services, pre-schools and schools from pregnancy through childhood.

Preparing for Life began as an early intervention research project in 2008 when it began working with 200 families in Dublin 5 and 17 supporting parents to get their children ready to start school by offering:

- Mentoring in the home to equip parents with the knowledge and skills to help their children develop
- Positive parenting courses for parents of children aged two and over
- Support for early years settings to achieve Síolta accreditation

Together with the UCD Geary Institute, Preparing for Life has followed the journey of these families to evaluate if the programme improves children's school readiness and to understand the factors that make this work successful. Learning from this research phase has informed the programme's second phase of work under the Area Based Childhood (ABC) Programme.

In 2014, Minister for Children and Youth Affairs Charlie Flanagan officially launched Preparing for Life's expanded programme of activities under the Area Based Childhood Programme for 2014 – 2016. The areas of work included in Preparing for Life's ABC Programme include:

- community-based antenatal care and education
- home visitation and mentoring programme for parents
- Triple P positive parenting courses
- support programme for early childhood settings
- speech and language coaching for early-childhood settings
- 'early years to school' transition programme
- coaching for primary teachers in literacy, play and self-regulation programmes













Minister for Children & Youth Affairs Charlie Flanagan TD and Dublin footballer Ger Brennan meet local children & community partners at ABC programme launch



Strong turnout from Preparing for Life's community partners at ABC programme launch.

The Area Based Childhood Programme is jointly funded by Atlantic Philanthropies and the Department of Children and Youth Affairs.

Preparing for Life Impact in 2014:

Pregnancy		0 – 4 years: At Home	
  <p>29 parents attended weekly antenatal clinics, run by Rotunda midwives in Darndale HSE Primary Care Centre</p> <p>24 parents and their children attended baby massage classes</p> <p>15 families had one-to-one baby massage sessions</p> <p>5 mothers attended the breastfeeding group</p>		  <p>PFL Home Visiting programme planned with Bray and Finglas ABC sites</p> <p>59 families joined the second phase of PFL Home Visiting Programme</p> <p>More than 1,000 home visits were conducted</p> <p>Home Visiting Implementation Guide completed and other materials updated</p>	
		  <p>Due to Random Control Trial restrictions, Northside Partnership cannot deliver Triple P Parenting courses in the PFL area until September 2015</p> <p>However, Triple P Courses were delivered in conjunction with Temple Street Children's Hospital</p> <p>3 Triple P courses also delivered in Dóchas Prison</p>	
0 – 4 years: In Early Childhood Education		4 – 12 years: In School	
  <p>60 practitioners from 8 Early Years settings participated in Aistear curriculum induction programme, impacting 250 children</p> <p>45 practitioners reviewed and improved their learning environment with support from InterTrust</p> <p>Communication development talks delivered to 83 Early Years staff and primary teachers by a Speech & Language Therapist</p>		  <p>53 teachers in 3 schools trained in the Write to Read (WTR) literacy programme impacting 740 pupils</p> <p>7 teachers in 2 schools trained in Play to Learn (PTL) programme impacting 138 pupils</p> <p>Implementation Guide for Play to Learn developed</p> <p>Research data on both WTR and PTL gathered to test efficacy of both programmes.</p>	

Case Study: Preparing for Life Home Visiting

Jenny's Story



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“When I found out I was pregnant, it wasn’t a happy time as I knew I would be parenting alone. I didn’t have the first idea of what to expect. Through a friend I heard about the Preparing for Life programme but I had no idea at the time that there would be so much to gain from it.

“I was placed in the green group which meant that I would get a mentor who would visit me in my home twice a month. I found this very daunting at first, but quite quickly overcame my nerves due to the mentor’s ability to make me feel at ease. My mentor explained to me about healthy eating and nutrition for me and my baby, what to expect in labour and after the baby was born. We would meet in a convenient place for me. I was given tip sheets every second week as my child was going through different stages which were very beneficial. The information helped me with milestones and what to expect next with my baby.

“One very useful thing that we covered was bedtime routines. My mentor introduced the idea of reading a book at bedtime, making sure that everything was done at the same time every day and that I let my daughter pick her pyjamas and brush her teeth. I can really see that this routine and the many other topics that I learned about have been very positive for her.

“Overall the programme has been a great support to me and my daughter and it has enriched our lives hugely. Now I am confident that my child is school ready. I have access to services that I did not know existed. I feel like I have been part of a service that has a non-judgemental attitude and that has guided me and my child into a much brighter future.”

Local Childcare Resource Service

The Local Childcare Resource Service is one of three in Dublin City funded by Dublin City Childcare Committee. It supports childcare providers and parents / guardians with information and resources. The resource room and library is open to both those looking for and those providing childcare resources in the catchment area. The service currently supports over 110 childcare services offering over 4,500 places to babies and children in our area.

In 2014, we provided 17 workshops to improve the skills of 236 childcare providers in our area.

Child and Family Support Worker

In September 2014, the Partnership received funding from the Dublin North East Drugs Task Force to establish a Child and Family Support Worker role. The support worker engages with families of young children who have experienced the effects of substance misuse within their family and, working together with parents and others involved in their lives, helps to identify and address the child's needs.

Supports currently available from the Child and Family Support Worker include:

- A weekly Parent and Toddler Group in Kilbarrack Coast Community Project.
- A social and emotional learning programme which can be delivered with small groups of children, within community settings.

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Story Time

The Story Time programme aims to encourage parents to read with their child on a regular basis in order to improve their child's social and communication skills. In 2014, fifty parents and children drawn from 12 schools and 6 early years settings completed the Story Time reading initiative.

Northside Partnership works together with the Marino Institute of Education and Dublin City Libraries to offer the programme to parents and children in our target area.

Since Story Time began in 2011, over 500 parents have taken part in the programme.





Northside
Partnership

Health

Healthy Communities

Poor health is a major issue for people in areas affected by structural disadvantage and social exclusion. The 2011 census found that many people in Northside Partnership's catchment area assessed their own health status as low. A health needs assessment in 2003 and a community survey in 2008 both highlighted high levels of chronic disease risks in the surveyed neighbourhoods and raised concerns about mental health, income levels and environmental issues, all of which impact on health status.

The Partnership's Healthy Communities initiative has been looking at how to integrate actions across public health, education, employment, housing, transport and the environment. The team created an interactive, online map of health-related services in the area and hosted a Healthy Community festival in Northside Shopping Centre, where shoppers could get information on healthy eating, exercise, fitness and mental health from local services and local businesses. In addition, the team visited Ballymun to learn from the experience of similar initiatives.

"A healthy community is one that is continually creating and improving those physical and social environments and expanding those community resources that enable people to mutually support each other in performing all the functions of life and in developing to their maximum potential."

World Health Organisation, 2011

Improving public transport

Mobility is key for a healthy community, and since 2013, Northside Partnership has been working with Masters students from the School of Spatial Planning in the Dublin Institute of Technology to investigate mobility in the catchment area.

An assessment revealed that while travel demand levels are high, public transport service levels are very low away from quality bus corridors. Cycling, though growing across the city, is lower than average within the study area. The study recommended exploring active travel programmes, community-transport services and a more holistic approach to mobility management and planning. Potential cycleway routes were investigated and submitted to the National Transport Authority. The results were published in a paper presented to the AESOP Congress.

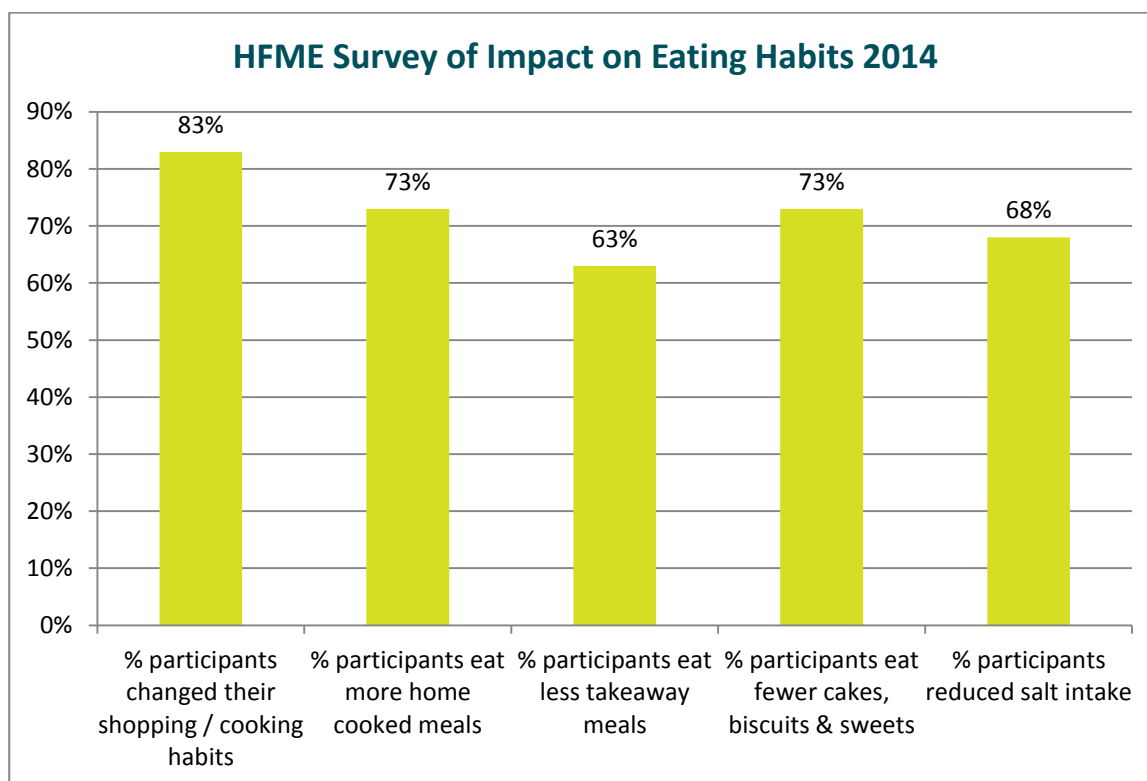
Healthy Food Made Easy

The Healthy Food Made Easy (HFME) Programme is a basic nutrition and cookery course that helps people change to a healthy diet, plan meals on a budget and make easy-to-prepare meals. HFME reaches out to those most affected by structural disadvantage and who are likely to live on a poor diet.

In 2014, the HFME programme ran 53 courses, with 526 people participating. Attendance levels were generally excellent, with 21 courses achieving 100% attendance. Evaluation reports from



participants showed great results in changing eating habits of participants for the healthier.



The HFME team promoted Healthy Food Made Easy courses at a number of events, including the Adult Education Fair and the Healthy Communities Festival in Northside Shopping Centre, for which Supervalu supplied ingredients. An open day in May attracted enough visitors to fill a complete course. In addition, HSE occupational therapists and public health nurses referred clients to the programme.

There have been great synergies between HFME and other initiatives. 11 people who completed the course were referred from the Labour Market Inclusion Programme, and a number of smoking cessation support clients registered for HFME courses. HFME supplied food for the official launch of the CHANGE community garden in Bunratty Drive, while organic produce from the garden will be used in future HFME courses.



Health Heroes

The Health Heroes programme was developed by a group of Young Community Leaders graduates who aimed to improve health outcomes for themselves, their peers and the wider community in north east Dublin. Nine young people were involved on the organising committee.

The Health Heroes project held a family fun day in Coláiste Dhúlaigh to launch the project and to encourage people of all ages living in the area to lead more active and healthy lifestyles. Parnells GAA Club, Raheny Shamrocks Athletics Club, Dance X, Doras Buí / CHANGE Community Garden, Parnells Yoga, Parnells Pilates, Darndale Boxing Club and the Boys Brigade 29th Company provided demonstrations.



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Health Heroes also organised a 5km family-friendly coastal walk along Clontarf promenade to encourage people of all ages from Dublin 3, 5, 13 and 17 to make greater use of local amenities to exercise. For 2015, a walkability study has been planned and in February 2015, a submission will be made as part of a public consultation process to inform the National Transport Authority's Strategy for the greater Dublin area.

Stop Smoking Programme

The Stop Smoking Programme offers support to people who wish to quit smoking in the Darndale, Belcamp and Moatview areas. We deliver this programme in partnership with the HSE.

In 2014, the programme carried out a wide range of promotion and outreach activities that reached over 700 people. It also provided frontline support in the recruitment of participants for three 12-week "We Can Quit" programmes delivered in collaboration with the Irish Cancer Society. 60 people took part in the "We Can Quit" programmes which achieved an excellent quit rate of 66 percent.



Case Study: Healthy Communities Initiative

Study Visit to Ballymun

In February, a working group from the Healthy Communities initiative took a field trip to Ballymun to learn from its urban regeneration process – to find out what works, why it works and the process involved. The group visited the Healthy Ballymun project, took a walking tour of Poppintree Park and visited the Virgin Mary Community Garden.

Healthy Ballymun

Healthy Ballymun is the Healthy Communities initiative of Ballymun/Whitehall Partnership, and in 2013, it developed a health action plan by exploring projects in other areas, such as Mountview and Blakestown. The Northside group learned how vital commitment from local organisations, information sharing between organisations and support from the HSE are for building a healthy community.

Poppintree Park

Dublin City Council Parks Department briefed the group on littering problems in Poppintree Park. Challenges included low public commitment, pollution of the pond and the shooting of birds with pellet guns. Engaging with schools and local residents proved to be crucial to the success of the project. Door-to-door visits by wardens brought the issue to the attention of residents and highlighted the potential penalties for violations. Another key approach was talking to school children and engaging their interest in the environment and the benefits in keeping the area clean.

Virgin Mary Community Garden

The Ballymun-based environmental project Global Action Plan (GAP) succeeded in turning a hotspot for illegal fly-tipping into a space for community and social engagement. The garden is in a central accessible space on land provided by the Laurence O'Toole Trust with no hidden spaces to encourage dumping. The garden was

developed by local people with assistance and advice from GAP, who provided courses in gardening skills. There is a high level of engagement of people through local youth projects, community groups, disability groups and the greater community. Garden users are involved in landscaping, planting and harvesting produce and the running of the garden.

Learning points

The working group summarised the visit with these learning points:

- Tackling illegal dumping and littering takes time. It is essential to build a strong engagement with both key agencies and local people.
- Actions that are local, can be carried out by just a few people and can deliver small, quick wins will best engage and mobilise people.
- It is important to identify and support local champions who can drive the project forward.
- Schools are key to promoting environmentally-friendly behaviour and influencing the attitudes of students and parents.
- Problem areas can be converted into spaces for community and social engagement through partnership approaches that involve local residents, leaders, agencies and community groups.
- Issues can be best resolved by working with people and groups rather than pointing blame at individuals or organisations.

As a result of the visit, the work group began work on an environmental awareness training programme, which will commence in 2015.



Northside
Partnership

Governance & Finance

Governance

The Northside Partnership is a Company Limited by Guarantee with no share capital. It has charitable status. The Board represents a cross-section of organisations that tackle social exclusion and deprivation within the catchment area. The Board formally appoints sub-committees to oversee the implementation of the Company work programme.

The role of Sub-Committees is to inform policy at Board level and ensuring that Company Policy is adhered to in the working of the Sub-Committee and in the implementation of the Partnership's Strategic Plan. Membership of the Sub-Committee is drawn from the Board of Directors with individuals with expertise co-opted in an advisory capacity. It is the policy of the Board that all Board members participate on at least one sub-committee. Chairpersons of sub-committees report to the Board on the activities of the six sub-groups.

Northside Partnership's Sub-Committees:

Education Programme
Employment Programme
Local Development
Finance and Administration
Preparing for Life
Strategy

In 2014, the Board registered its intent to commence the Governance Code journey and commenced work on the process up to early autumn. However, this has been put on hold until 2015.

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As part of the Partnership's engagement with the community, Partnership staff participate on numerous boards, management and governance structures. During 2014, initiated in part by the SICAP process, the Partnership began a review towards developing a strategy for this level of engagement. This review will examine the rationale for involvement and how best to report back to the Management Team.

With regard to improving working practices within the Partnership, the Local Development team piloted a weekly work reporting template that was devised, tested and amended in the second half of 2014. This will be rolled out to other teams in 2015.

The Management Team engaged a HR consultant to help undertake a complete review of its staff review / Performance Management and Development System (PMDS). The process was revised and will be tested out in early 2015.



Board

Chairperson: Lorcán Ó hObáin, IBEC

Community Sector:

Declan Cahill, NearFM

John Daly, St. Monica's Youth Centre

Rastislav Blazek, New Communities Partnership

Anita Whelan, Doras Bui

Nessan Vaughan, Sphere 17/St Vincent de Paul

Deirdre Smyth, Jonathan Swift Centre

Rose Wall, Northside Community Law Centre

Social Partners & Environmental Pillar:

John Carr, ICTU

Lorcán Ó hObáin, IBEC

Deirdre Harte, IBEC

David Healy, Environmental Pillar

State Agencies:

Sheila Marshall, HSE North

Liam Barry, Dublin City Enterprise Board

Mary Hickie, Coláiste Dhúlaigh

Local Government:

Cllr. Larry O'Toole, Dublin City Council

David Dinnigan, Dublin City Council

Cllr. Alison Gilliland, Dublin City Council

Cllr. John Lyons, Dublin City Council

Company Secretary:

Irene Beare, Northside Partnership

Honorary President:

Pádraic White

Senior Management

Chief Executive: Marian Vickers

Finance Manager: Irene Beare

Strategy Development Manager: Odran Reid

Local Employment Services Network

Coordinator: Alex Scannell

Employment & Enterprise Programme Manager:

Edel Moloney

Dublin North Central Local Childcare Resource

Service Manager: Emma Byrne-MacNamee

Local Development & Education Programme

Manager: Dr Matthias Borscheid

Preparing for Life Manager: Noel Kelly

Board Meetings

In 2014, the Board of the Northside Partnership met seven times. Over the course of the year, the membership of the Board changed, with three members joining and five members resigning.

Table 1 shows the attendance level for each meeting based on the number of eligible members at that time. Table 2 shows the attendance rate for each member taking into account the number of meetings they were eligible to attend.

Table 1

	Jan	Mar	Apr	Jun	Sep	Oct	Dec
Membership	19	20	19	18	16	17	16
Attendance	12	11	12	12	9	13	7
Attendance Rate	63%	55%	63%	67%	56%	76%	44%

Table 2

Board Member	Eligible	Attendance	Attendance rate	Notes
Lorcan Ó hObáin	7	7	100%	
Declan Cahill	7	7	100%	
John Daly	7	6	86%	
Rastislav Blazek	7	4	57%	
Anita Whelan	7	6	86%	
Nessan Vaughan	7	5	71%	
Deirdre Smyth	7	5	71%	
John Carr	7	4	57%	
Sheila Marshall	7	1	14%	
Larry O'Toole	7	2	29%	
Liam Barry	7	1	14%	
Mary Hickie	7	7	100%	
Dave Dinnigan	7	5	71%	
Deirdre Harte	7	5	71%	
Deirdre Smyth	7	5	71%	
Rose Wall	6	3	50%	Maternity leave: Nov
David Healy	5	2	40%	Resigned: Sep
Pauline O'Shaughnessy	4	1	25%	Resigned: Jun
Paddy Bourke	4	3	75%	Resigned: Jun
Brian McDowell	3	0	0%	Resigned: Jun
Alison Gilliland	3	1	33%	Joined: Oct
John Lyons	3	0	0%	Joined: Oct
Carol McGann	1	1	100%	Joined: March. Resigned: Apr

Northside Partnership Ltd

Financial Report 2014

Income & Expenditure

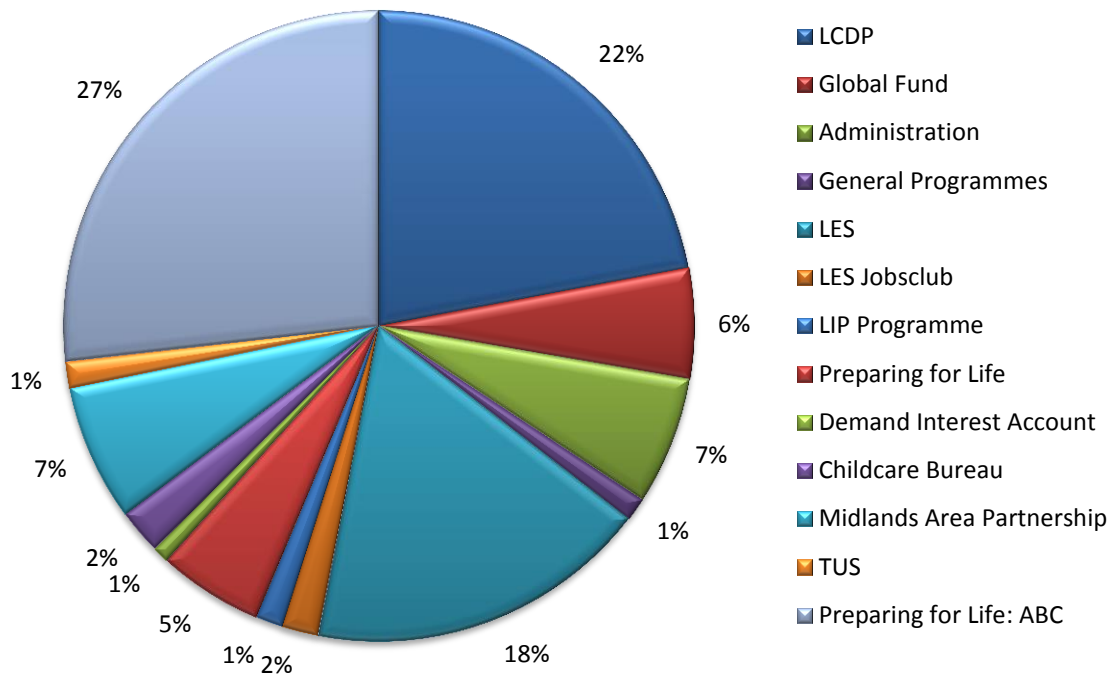
Northside Partnership Limited (Company Limited by Guarantee)

Income & Expenditure Account for the year ended 31 st December 2014		
	2014	2013
	€	€
Income	5,618,633	4,725,074
Expenditure	5,030,275	4,734,793
Surplus(Deficit) for period	588,358	(9,719)

The financial statements are prepared under the historical cost convention.

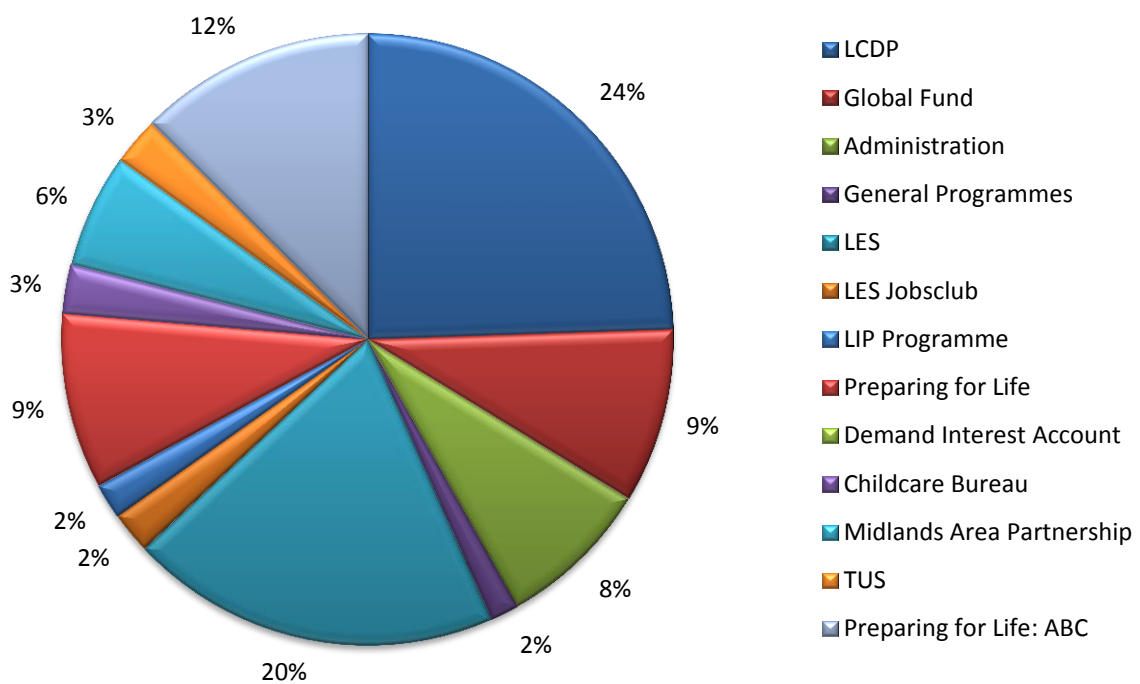
All accounts are prepared on a cash receipts basis with the exception of payments from funders in respect of subsequent financial periods.

Income 2014



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Expenditure 2014



Balance Sheet

Northside Partnership Limited (Company Limited by Guarantee)

Balance Sheet as at 31 st December 2014				
	2014	2014	2013	2013
	€	€	€	€
Fixed Assets				
Tangible assets		75142		37299
Current Assets				
Sundry Debtors & Prepayments	25000		91211	
Partnership Bank Accounts	2009272		1316189	
Administration Bank Account	45874		24600	
Global Fund Bank Account	261378		433603	
Midlands Area Partnership	242310		473697	
LCDP Bank Account	55865		51334	
Local Employment Service Bank Account	184302		183134	
	2824001		2573768	
Creditors: amounts falling due within one year				
Pobal LCDP	52247		51334	
Department of Social Protection: Advance	280400		280400	
Accruals & Other Creditors	18151		318433	
	350798		650167	
Net Current Assets		24732013		1923601
Total Assets less Current Liabilities		2548345		1960900