



Northside  
Partnership



# Annual Report

2015



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# A Message from our CEO, Paul Rogers

Welcome to Northside Partnership's 2015 Annual Report; a year which saw considerable change within the organisation and within the wider operational landscape.

2015 saw the retirement of one of our most senior managers, Irene Beare, who had been with the company since its foundation in 1992. In addition Marian Vickers, our founding CEO, announced her intention to retire from the organisation early in 2016. Furthermore the ending of a number of programmes and continued uncertainty over funding made for an interesting year. Any one of these changes could present a challenge to an organisation. The fact that so many changes arose in such a short period of time, and that Northside Partnership successfully navigated its way through these changes, is a testament to the dedication, skills and professionalism of the Board and Staff.



In this regard I would like to thank the Board and Staff for their continued commitment to the company and those we serve.

The rate and pace of change impacting across the sector has been ceaseless for some years now, and in this regard 2015 was no different. The decision to utilise competitive public procurement processes for the delivery of the Social Inclusion and Community Activation Programme (SICAP), a national anti-poverty programme, represented a seismic shift in the operational landscape. Similarly the introduction of a publicly procured for-profit model of employment supports, through the JobPath programme, has led to the development of a quasi market for people experiencing long term unemployment.

It is questionable as to whether services designed to address poverty, whilst also seeking to generate profit, will ever serve the long term needs of those experiencing disadvantage yet there persists an ideology that the market can address such fundamental social issues.

Increasingly individuals seeking support tend to be those most distant from the labour market. Many have multiple, often complex, needs and frequently require intensive one to one supports over an extended period of time to assist in their progression. It is critical to recognise that progression is unique to each individual as their developmental path unfolds and the importance of appropriate and flexible guidance and support in assisting people on their journey. Such supports must have the best interests of the individual at heart and not a commercial requirement to generate profit.

These changes fundamentally challenge the person centred approach of organisations like Northside Partnership and jar with our ethos and values. Investing in people so that their lifetime trajectory is out of and away from poverty, be that through further education, training or sustainable employment must always be the primary outcome of our work.

Notwithstanding these changes the company performed exceptionally well in many areas over the course of the year. A key achievement realised in 2015 was the securing of SICAP and the successful transition to the programme in April. Again staff must be commended for their commitment and professionalism in keeping the needs of our beneficiaries to the fore, while adapting to new work practices, systems and processes. Since the commencement of SICAP Northside Partnership has achieved, and in many instances surpassed, targets set by the Local and Community Development Committee (LCDC) under the programme.

During 2015 our Local Employment Service supported 698 individuals into employment surpassing the annual target set by the Department of Social Protection by 55%. A further 1,330 individuals progressed into education and training. The team also held a number of job fairs and our Greendale JobsClub ran a full set of employment related training sessions linking potential employees directly with local employers.

Our Tús team placed 189 unemployed individuals into quality work placements in 48 community organisations across the area supporting community services, halls and sports facilities to name but a few. Our Local Development Team also assisted many of those organisations with training and capacity building supports.

Having transitioned to the Area Based Childhood Programme in 2013, Northside Partnership's Preparing for Life Programme (PFL) continued to exceed expectations in terms of delivering quality outcomes for children and families in disadvantaged areas. The results of an extensive evaluation of PFL's Home Visiting Programme by the UCD Geary Institute for Public Policy, which followed families over a number of years, has shown very positive evidence of the efficacy of the programme.

An additional significant milestone in 2015 was the move from our old premises in Greendale Shopping Centre to a new facility in Kish House, Kilbarrack. Whilst challenging the move has greatly increased our capacity in the area and improved facilities for both beneficiaries and staff.

Our ethos of Partnership is expressed in the excellent collaborative working relationships we hold with many local employers, community groups and statutory stakeholders. For example, the Department of Social Protection continues to operate a group engagement process every Friday from our Kish House office and refers individuals into other core partnership services such as Enterprise Development.

The following report highlights many of the programmes and initiatives undertaken in 2015 and gives a broad flavour of our work and the level of engagement with community, voluntary and statutory partners across the area.

In closing I would like to thank all our funders including who have assisted us in developing, sustaining and delivering quality services across the community in 2015. Northside Partnership remains confident that it can continue to provide the range of services and supports required to address social exclusion and inequality within its operational area.

A handwritten signature in black ink that reads "Paul Rogers." The signature is written in a cursive, flowing style.

# 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.

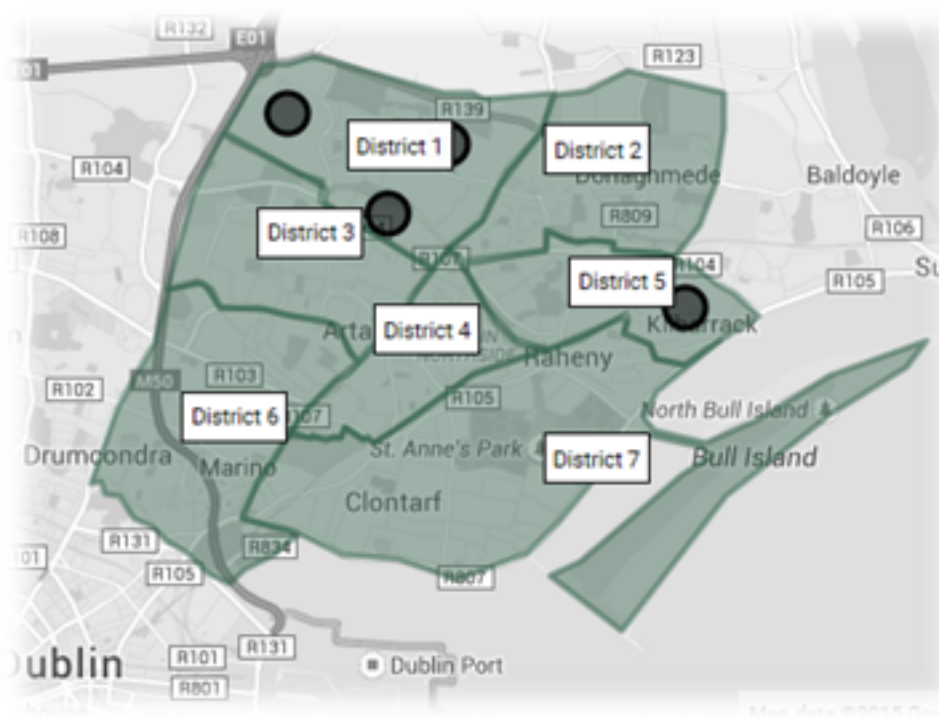
We use innovative partnership approaches to progress a social inclusion agenda and to address structural issues, barriers and blockages to employment and to stimulate investment in local sustainable enterprises and initiatives.

## 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. For operational purposes, we have divided the area into seven districts as outlined below.



District 1: Bonnybrook, Coolock, Clonshaugh, Priorswood, Moatview, Darndale, Belcamp

District 2: Ayrfield, Grangemore, Donaghmede

District 3: Kilmore, Coolock (Village), Beaumont, Artane

District 4: Artane, Brookfield, Killester, Harmonstown

District 5: Edenmore, Kilbarrack

District 6: Elmount, Collinswood, Charlemont, Marino, Fairview

District 7: Dollymount, Clontarf, Raheny (all east of railway line)

# Values and Ethos

## Our Vision

Northside Partnership believes in a fair and equal society where people have opportunities and choices to enrich the quality of their lives.

## Our Mission

To work together with individuals, groups, families and businesses to bring about positive changes in people's lives and communities in north-east Dublin.

## Our Values

We are committed to:

- respect
- equality
- empowering people
- meeting identified needs
- delivering quality services
- honesty and integrity
- working in partnership
- confidentiality



*Challenger parents celebrate completing the STEPS programme at the programme's end of year celebration in DCU in May 2015.*



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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

Northside Partnership is the secretariat for the Northside Community Forum which brings together local community groups and community based organisations that operate in our catchment area. Through the forum, members develop campaigns and actions and work on issues affecting the community and community based organisations.

In 2015, our Local Development team prioritised strengthening and consolidating the membership of the Northside Community Forum which saw its membership grow to over 65 organisations following a community outreach and promotion campaign. Other priority activities for 2015 included encouraging participation in the Public Participation Network (PPN)<sup>1</sup> and the delivery of governance training. Governance workshops for members in 2015 outlined the levels of compliance required under the Charities Act 2009, the Lobbying Act 2014 and the Companies Act 2014. The Governance Code was explained to members as an approach that would lead to full compliance. Groups who committed to the Governance Code Journey were organised into groups of similar type organisations who will work together with support from Northside Partnership.

## Men's Sheds and Men's Network

2015 was a great year for the Priorswood and District Men's Shed initiative supported by Northside Partnership and Dublin City Council. In February, members of the group completed a 6-week cooking and nutrition course provided by our Healthy Food Made Easy Programme. May saw the group visiting the Mansion House for an open day to celebrate the Mansion House's 300 years as the official Mayoral residence.

As part of Dublin City Council's Social Inclusion Week, a Men's Networking event was also organised in May which brought together a number of men's groups including Priorswood Men's Shed, TARGET Men's Shed, St Benedict's Photography Group, Airfield Men's Shed and Baldoyle Men's Club. Attendees at this event reflected on the social benefits of participation in these groups for men alongside the enjoyment which they derive from learning new skills.



*Priorswood & District Men's Shed celebrates its 1st birthday in September 2015*

<sup>1</sup>The Dublin City Public Participation Network was established in 2015 by Dublin City Council to promote an active formal role for groups with policy and oversight committees within Dublin City Council and to disseminate information to members. For more information, please visit [www.dublincity.ie/ppn](http://www.dublincity.ie/ppn).

# Young Community Leaders

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 2015, 25 young people graduated from the programme with a Certificate in Youth Leadership and Community Action from NUI Galway. Since the programme first ran in 2011/12, 96 young people have now completed the programme.

The graduate group, Young Community Innovators, were involved in a number of initiatives in 2015 which included their own YCI4Equality social media campaign for a Yes vote in the Marriage Equality referendum in May 2015 and the delivery of a 121 Digital Course where they volunteered their time to provide free IT skills training for older people in June 2015. The group also attended a special Leadership Insights morning in the Mansion House in February 2015. A further 31 young people began another round of Young Community Leaders training in September 2015.



*Young Community Innovator Rachel O'Kelly together with 121 Digital participants*



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# 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 that benefit from additional human resources to deliver their services.

In 2015, Northside Partnership had 10 Tús Team leaders and 200 Tús participants on payroll . The Tús participant quota of 200 is not a static figure by calendar year i.e. people commence and leave the programme at various times throughout the year. This means that we are constantly recruiting new participants and supporting participants with their progression throughout the year. In 2015, we recruited an additional 150 Tús participants who were placed in 48 different organisations.

Our Tús team engaged with over 70 local organisations in our catchment area to identify suitable work placements. In 2015, our Tús participants worked in a variety of roles that included: television editors, receptionists, administrators, IT assistants, canteen assistants, drivers, retail assistants, childcare workers, painters, cleaners, classroom supports, carers, youth workers, library assistants, dress makers and gardening roles.

A key achievement in 2015 was the development of a number of new initiatives to provide quality work experience for Tús clients. With 75% of Tús referrals being male and at least 50% coming from a maintenance or construction background, the team had identified the lack of suitable work placements as a key issue. A new innovation for 2016 will see the creation of a mobile maintenance service which will employ 20 Tús participants with construction experience. This team will provide support with painting, gardening and maintenance for community groups who wouldn't have the capacity to employ a Tús participant for 19.5 hours per week. The Northside Partnership Reception and Administration Team has now also created nine positions for Tús participants who are exposed to a wide range of work experience opportunities including switchboard, client diary management, meeting room diary management, processing staff attendance records and procurement.

Whilst feedback on Tús placements has been overwhelmingly positive from both host organisations and participants, our team have found they constantly need to communicate with organisations to manage their expectations of participants who have been long-term unemployed and who require a certain level of support and supervision.

# Case Study

## Linda Johnston - Tús Participant



Linda Johnston is from Kilmore West in Dublin 5. She joined the Tús programme with Northside Partnership in September 2014. She had been out of work since 2012 when the foreign exchange agents she had worked for ceased trading after 22 years in existence. She had also previously worked as a Duty Free Cashier with B&I Line and Irish Ferries in the 1990s before taking a career break after having her second child.

After finding herself out of work in 2012, she completed a number of courses with support from Northside Partnership's Local Employment Service. She was still looking for work when she received a letter in August 2014 from the Department of Social Protection to advise she was being put forward for the Tús programme. This sent her into a state of panic as she had no idea what to expect and thought the idea of a work experience programme was degrading.

However, when she came to the Northside Partnership offices and met with Tús team leader Sorin Popescu, she became excited about the prospect of a work placement in Vincents – a charity shop operated by the St Vincent de Paul in Fairview. She says that, "Once Vincents was mentioned, it appealed to me straight away. I knew I had the experience of working with people and as a cashier. After that I went down to have a look and I instantly got a lovely feeling, I spoke with the store manager Sandra and I thought this is for me."

Linda's Tús team leader Sorin arranged an interview for her with regional manager Noel Cassidy. This was a major hurdle for Linda to overcome. She says that, "When looking for work, I had held myself back, even the word interview would set my heart racing. After working with the same company for years, I thought that I couldn't do it." However, this interview went well and Linda started working in Vincents, Fairview in September 2014.

After completing her one-year Tús placement in Vincents in September 2015, an opportunity arose for Linda in January 2016 when Vincents advertised for the position of Relief Manager. She successfully applied for the position and is now working as relief manager across a number of stores in north Dublin. After overcoming the initial interview hurdle, Linda has never looked back. She says, "Now I am in a career that I love. I'm up at 6.30am and I am actually looking forward to going to work. I love that the shops are so busy, there is a lovely atmosphere between customers and staff."

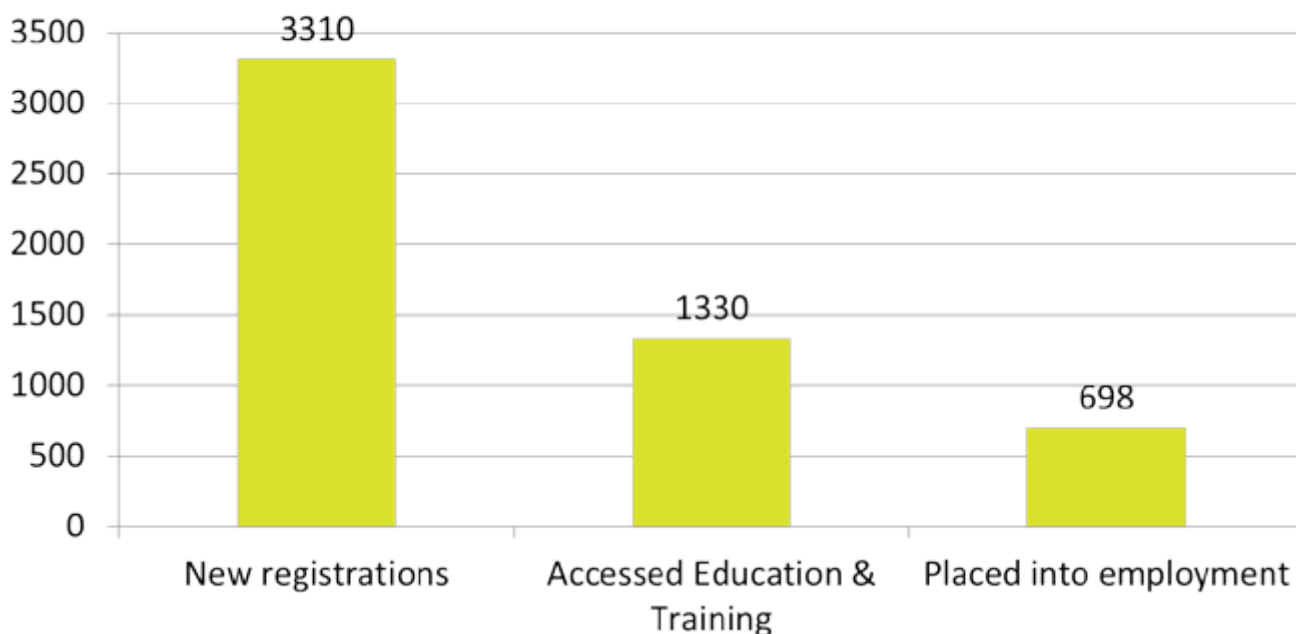
# Local Employment Service (LES)

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.

Levels of progression into employment grew again in 2015, evidencing the continued economic recovery and growth in the local economy. The LES also continued to refer clients to education and training opportunities including its 11<sup>th</sup> FETAC Healthcare Assistant Traineeship which provides participants with a qualification that enables them to work in the high growth home care sector. The service also cooperated with the Construction Industry Federation of Ireland on a pilot scheme to connect long-term unemployed construction workers with new opportunities beginning to emerge in the sector. 15 individuals were selected and provided with a package of supports that included a two-week employment preparation programme with Greendale Jobs Club and a full-time training programme with modules that included Safe Pass, Manual Handling and other workplace safety requirements.

During 2015, the LES noted a trend in referrals from the Department of Social Protection under the National Employment Action Plan (NEAP) whereby many clients were unsuitable for progression into work for reasons which included clients on high levels of methadone drug maintenance or clients with unstable personalities. Discussion with the Department regarding this cycle of referrals with no appropriate outcome for the client has led to a change in our contract with the Department for 2016 which will see our Employment Guidance Officers working with a reduced caseload of 120 Pathways to Work clients who will receive more intensive one-to-one meetings and supports.

### Local Employment Service in 2015



# Case Study

## Maria Bride - LES Client

Maria Bride from Coolock is 27 years old. In 2009, after a number of years working in office administration in Dublin Institute of Technology, Maria found herself out of work when a maternity cover contract expired. She had heard about Northside Partnership's Local Employment Service and arranged to meet with Employment Guidance Officer, Lisa Bornemann.

Lisa helped Maria to figure out a new career path for herself. After using the Career Directions website to identify her areas of interest, it recommended a career in Interior Design. This was a surprise to Maria as it was not something she had ever considered before but the more she thought about it, the more it made sense. Lisa supported Maria to apply to do an introductory FETAC level 5 course in Coláiste Dhúlaigh. Maria says that, "I had always struggled with confidence, but Lisa pushed me and I really think I wouldn't have gone for it without her support. Once I got into the course, I absolutely loved it."

From the Certificate course, Maria continued on to complete the Higher National Diploma in Interior Design with Coláiste Dhúlaigh. She subsequently decided to apply to do a three year degree course in Interior Design with Dublin Institute of Technology. She was offered an interview for a place on the course, but when she realised she was unable to afford the fees she thought about cancelling her interview. At this point she got back in touch with Lisa for some advice. With support from Northside Partnership's Education and Career Guidance Counsellor, Paul Hayes, she was put in touch with the St Vincent de Paul who she applied to for financial support to pay the course fees.

The DIT degree course was another step up again for Maria. The project work was intense and time consuming but very rewarding. She finished university in June 2015 but was finding it difficult to find work in the sector without work experience or connections. She says, "My confidence was down again at this point, but when I went back to Lisa she encouraged me to consider a JobBridge placement. We went on the website where we found a job advertised with The Pub Design Company – a husband and wife operation." Maria started a one-year JobBridge placement with the company in October 2015, but after just nine months, the company took her on full-time.

Today, she is thriving in her new job where she is learning about pub design and working with clients all over Ireland. She says that, "The days fly by, because I am busy and I am interested."

Her employer in The Pub Design Company, Fionnuala Lennon cannot say enough about her new employee. In correspondence with our Local Employment Service she told us that, "We are delighted we could be part of Maria's progress. She has been a great addition to our practice, a fast learner, extremely talented and is very thorough in her work which I love! She is also a lovely person. Many thanks for sending her our way."



# Labour Market Inclusion Programme (LIP)

The LIP Programme offers one-to-one training, education and support to former drug mis-users who are stable in their recovery and express an interest in taking the next steps towards rebuilding their lives.

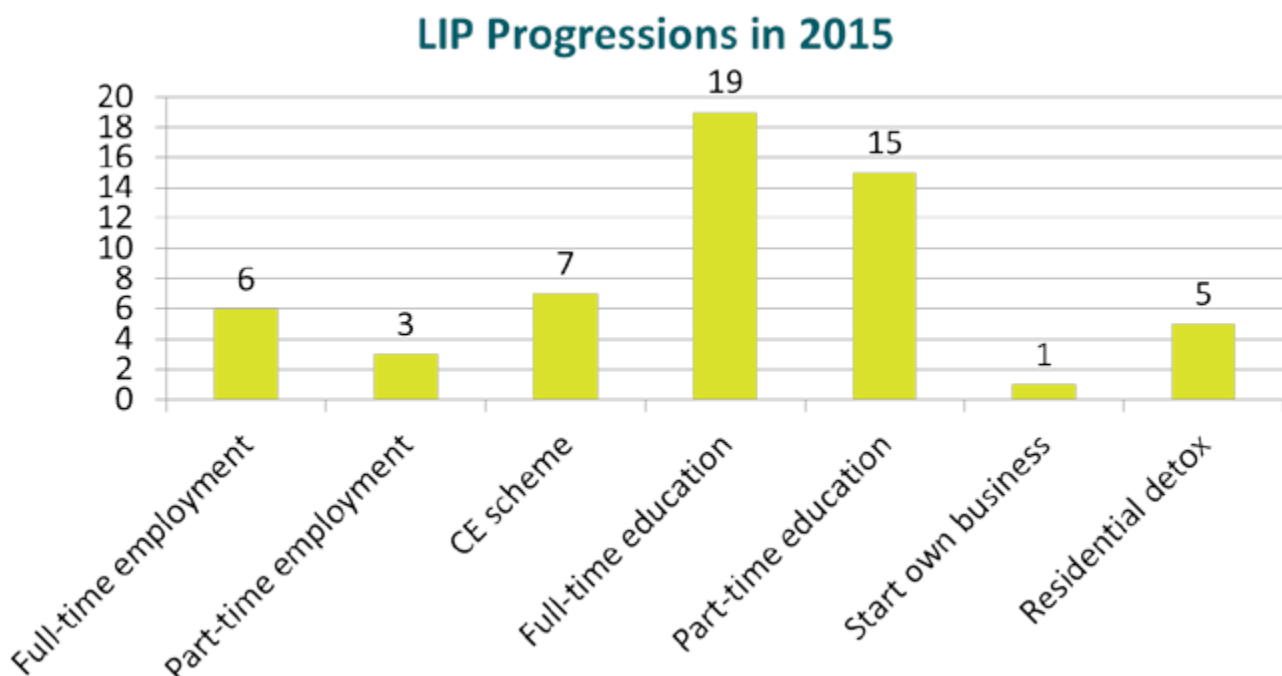
Through its referral and appointment system, the programme guarantees confidentiality and anonymity to clients. LIP accepts referrals from within other Northside Partnership services such as the Local Employment Service as well as directly from methadone clinics, GPs, counsellors and rehabilitative training programmes.

In 2015, the programme received 77 new referrals in addition to 100 already active clients bringing their caseload to 177 active clients.

Of these active clients a large portion completed a variety of one-to-one in-house training courses. These include literacy and numeracy, IT skills, driver theory, motivation and goal-setting (STEPS course), holistic anxiety treatments, Cognitive Behavioural Therapy (CBT), life coaching and crafts.

Once a basic level of education has been reached clients are encouraged to continue into formal education and training and we offer support on every step of their journey.

The journey for a client coming into the LIP Programme is rarely a swift one. However, with a lot of support in the initial period and provision of the correct skills, our clients have proven time and again that they can excel in education and afterwards employment, thereby breaking the cycle of addiction as can be seen in the impressive progressions outlined in the chart below.





# 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 2015, we worked with 357 clients with 250 attending the 2-week group Jobs Club programme and 107 receiving one-to-one supports. 135 clients were placed into employment with a further 10 securing JobBridge positions and three transitioning onto the Back to Work Enterprise Allowance.

During the year, the Jobs Club provides participants with inspirational talks from a wide range of guest speakers on topics that include everything from networking to social media. Two high profile networking events were also organised in April and September 2015 with keynote addresses by RTE presenters Claire Byrne and David McCullagh. These networking events have significantly boosted the profile of Northside Partnership with many local employers attending the events to participate in speed networking with Jobs Club participants. The companies who attended this year included catering giant Aramark, air cargo service company Swissport based in Dublin Airport, Butlers Chocolates, pharmaceutical company Allergan, Irish Shipping and Cargo, and engineering firm Novum Overseas Ltd.



*Photos from Greendale Jobs Club Networking Event – September 2015*



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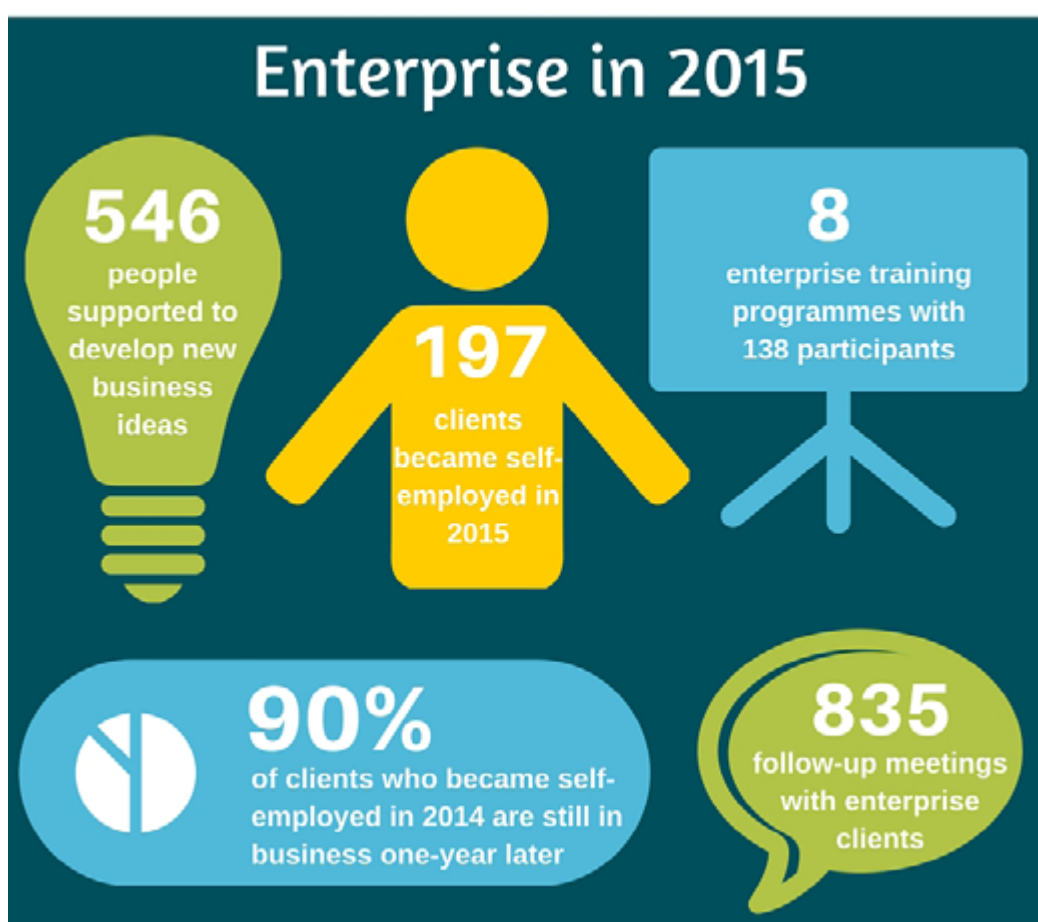
**Enterprise**

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 2015, new and existing start-up businesses received one-to-one advice, guidance and mentoring support from Northside Partnership's enterprise officers. Of the 546 new clients registered in 2015, 197 progressed into self-employment. Eight "Start Your Own Business" training courses took place, attended by 138 clients.

Six enterprise start-ups exhibited at the North Dublin Chamber of Commerce (NDCC) Expo in September and 16 start-up businesses exhibited at the Christmas Fair in Coolock Village in December. Both events provided excellent showcasing opportunities for participating companies and also highlighted our work to support people who would like to start their own business.

The success of the Enterprise programme is illustrated by the fact that 90% of clients who became self-employed in 2014 were still in business one year later, as were 79% of clients who became self-employed in 2013.



In 2015, a review of enterprise supports was undertaken which resulted in a new format for enterprise training in 2016. Enterprise clients are now offered a shorter introductory workshop known as 'Intropreneur Bootcamp' that provides practical information on topics such as taxation, marketing, cash flow and pricing. The bootcamp is further supplemented by monthly Enterprise Training which focusses on topics such as self-assessment, marketing and financial planning in greater detail.

# Case Study

## Michelle Watson - Dynamic Coaching Solutions



Clarehall resident Michelle Watson has a background in women's amateur soccer and had achieved her soccer coaching badges in 2012. She had an idea that she would like to establish her own soccer coaching business and came to Northside Partnership in 2014 to seek help with the different aspects of starting her own business.

Following an initial consultation with Enterprise Officer Joyce Topham to assess the viability of her business idea, Michelle was referred onto the six-week Enterprise Training course. Certain topics which had scared her when thinking about starting her own business like bookkeeping and filing her tax returns were covered on the course together with topics such as timekeeping and how to build up your business.

Michelle has now successfully established her company Dynamic Coaching Solutions and has secured a contract to work as an external coach for the FAI across a number of Dublin schools. Her business continues to go from strength to strength running summer courses, an elite coaching academy for talented young female soccer players to prepare them for a possible move to the UK as well as soccer birthday parties and much more.

Michelle says that, "I think you might be a little bit blinded at the beginning as to what you actually have to do to maintain everything and make sure you're doing everything in the correct order [when starting a business]. For me it was very helpful on the bookkeeping end of things because it can get away from you very easily. I found Joyce and all of the staff at Northside Partnership to be brilliant, if you were nervous or if you had any problems you could just pick up the phone to them."



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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.

## Education Highlights 2015



## Challenger

The Challenger programme helps pupils to transfer from sixth class in primary school into secondary school and to complete their Junior and Leaving Certificates. In 2015, 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.

Highlights from 2015 included a visit to the sixth class Reading Club by Alan Early, author of the book Arthur Quinn and the World Serpent, the successful introduction of the STEPS motivational course which was completed by 33 parents and a graduation ceremony in DCU attended by 220 students and family members in May 2015.



*Images from Challenger Graduation Ceremony in DCU - May 2015*

# Case Study

## Jonathan Byrne - Challenger & Partnership Fund

Jonathan joined the Challenger programme when he was in 6<sup>th</sup> class. He is from a family of four in Darndale. Neither of his parents progressed to third level education but Jonathan and his older brother have become the first generation of his family to do so. After his Leaving Certificate, Jonathan left our Challenger programme as he progressed to study Irish and History in UCD. He now receives financial support through our Partnership Fund to help him with the cost of attending college. Once he completes his BA degree in Irish and History, he plans to apply to do a post-graduate diploma with Marino Institute of Education so that he can become a primary school teacher.

During his time on the Challenger programme, between 6<sup>th</sup> class in primary school and 6<sup>th</sup> year in post-primary Jonathan received a range of supports such as public speaking lessons, reading club, visits to third level colleges, maths club, a Gaeltacht scholarship, grinds in exam years and guidance meetings on subject choices and third level options. As a third level student Jonathan now receives a small amount of financial support through our Partnership Fund which helps him to cover the cost of travel between his home in Darndale and UCD.



On his time with Challenger he says that, “When I first started [Challenger] I would have been a really enclosed student, with a big shell around me but participating in Challenger would have given me a lot of confidence with people. Public speaking was one of the courses we did together and that was really helpful. While there is a big emphasis on education and getting people in disadvantaged areas to go to college and to help them progress, it’s a fun programme as well. We have a lot of fun when we’re together, we learn a lot but the stress isn’t really on learning, it feels more like having fun.”

He also credits his trip to the Gaeltacht with Challenger as a key factor in leading to his current studies saying that, “Before I went I didn’t really have a huge interest in Irish. I think going on the trip really did help me to gain an interest in the language and to really want to study it further. I’d say if I hadn’t been to the Gaeltacht, I don’t think I’d be studying Irish now.”

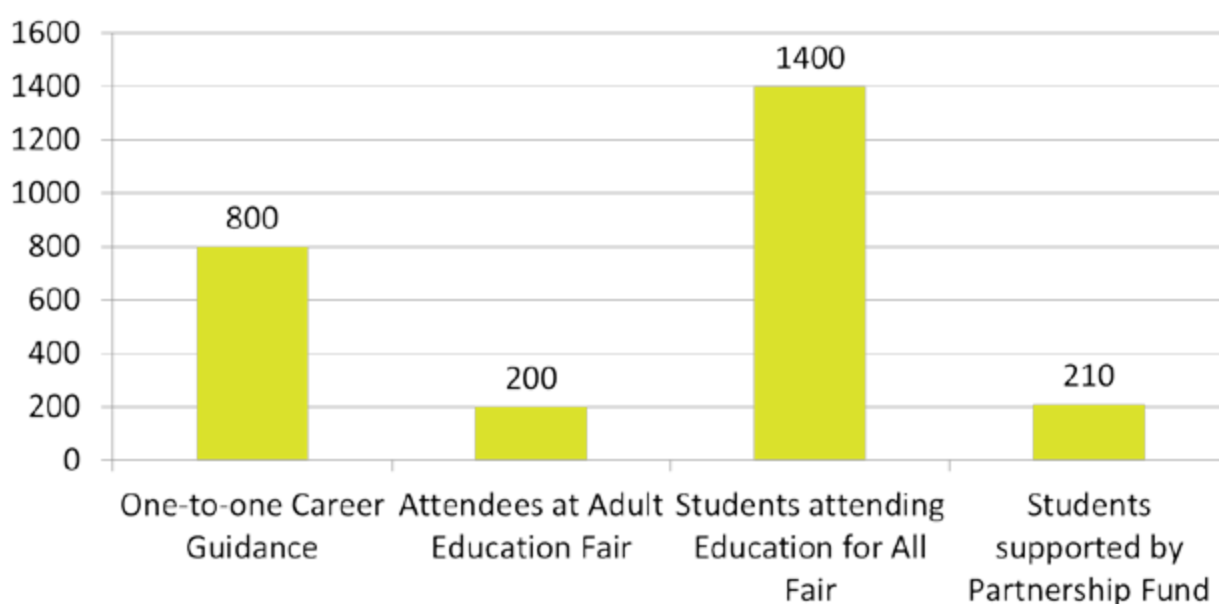
On the Partnership Fund: “The Partnership helps me with bus tickets and because UCD is so far away they’ve been excellent to me. I think without them it would be a struggle to get there and it would be a struggle in the house so it’s really helped me to get to college...it’s the little things that really help.”

# 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 2015, 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.

More than 1,400 students from 18 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 200 people.

Education & Career Guidance in 2015



## 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.



# Case Study

## Derry Amphlett - Northside Education Support Network (NESN)

Derry Amphlett has been teaching in Our Lady Immaculate SNS in Darndale since 1980. In 2011 he became principal of the school. Over the past 36 years teaching in the area he has seen a lot of changes for teaching as a profession and also in the area itself. Teaching in a DEIS school in a socio-economically disadvantaged area such as Darndale presents teachers with a distinct set of problems around issues such as achievement in literacy and managing challenging behaviour. He finds that whilst there is a lot of excellent continuing professional development available for teachers nationally, not all of it is relevant or tuned in to the issues facing teachers in his area.

Since the establishment of the Northside Education Support Network in 2005 to enable education providers in the Northside Partnership area to work together to identify and respond to emerging education needs, Derry has been a regular participant in workshops and other activities organised through the network. He has attended a wide range of workshops over the years but singles out workshops organised on topics such as Managing Challenging Behaviour and Developing Social Skills as hugely relevant for both him and his staff team. He feels that the annual programme of activities planned by local education providers who participate in the NESN Executive Committee provides a very relevant offering for teachers. He is very appreciative of the high standard of speakers provided as well as the emphasis on interaction and participation in NESN workshops.



He says that, “The beauty of it [the NESN] is that it is organised locally, helping to address the issues that local schools face so from that point of view, most of the workshops are extremely relevant. While the local element is extremely important....the other big one is that it is guided and shaped by the schools in the Partnership area which is really important because most other CPD tends to be organised on a national basis whereas in my experience the ones here are much more geared towards the needs of schools in the Partnership area.”

# Northside Education Support Network

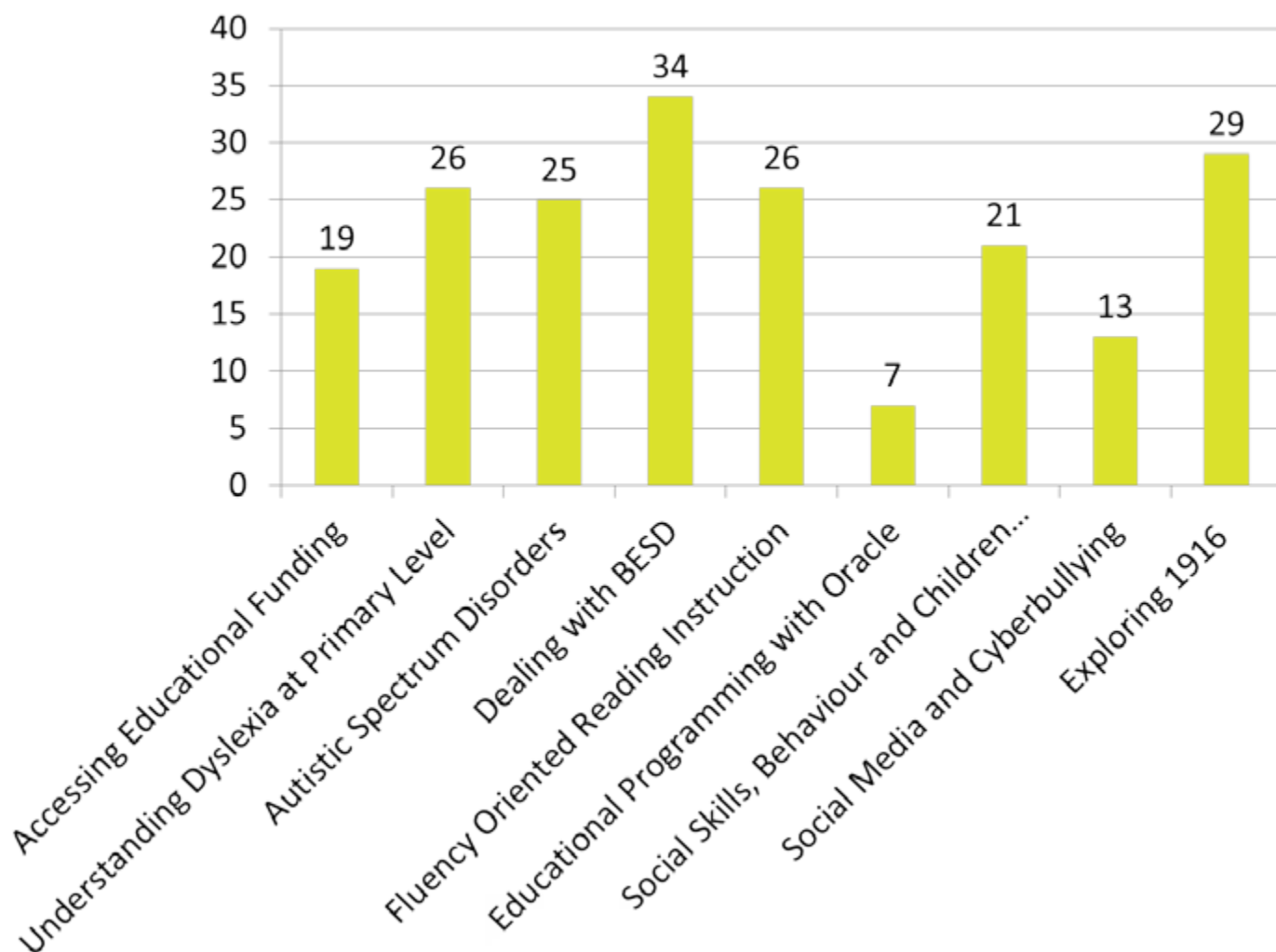
The Northside Education Support Network (NESN) enables education providers at all levels to share learning and knowledge and to identify and respond to emerging education needs. It provides an annual programme of workshops on topics selected by the 70 member organisations that include primary, post-primary and further education providers located in the Northside Partnership catchment area. Members of the NESN are surveyed each year and asked to put forward ideas for workshops on topics which are of particular relevance to the local area or which they find it is difficult to access training on elsewhere. They provide a platform for teachers working across many schools in the local area to connect around topics of mutual interest.



Caitriona Crowe – Exploring 1916

In 2015, the network offered nine workshops on a range of topics covering everything from dyslexia to social skills and behaviour which were attended by 200 teachers. A particularly popular workshop took place in November 2015 with Caitriona Crowe, Head of Special Projects with the National Archives of Ireland who gave teachers an overview of the authentic literacy resources available for teachers to help students connect with the theme of 1916 for the centenary year.

## NESN Workshops in 2015





Northside  
Partnership

# 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. Under the Area Based Childhood Programme, funded by the Atlantic Philanthropies and the Department of Children and Youth Affairs, it currently delivers:

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

In 2015, Preparing for Life entered its second full-year under the Area Based Childhood Programme which saw the programme reach full implementation. Family recruitment for the Home Visiting element of the programme was progressed steadily with the employment of a Recruitment Officer. By the end of 2015, 128 families had joined the ABC Home Visiting Programme. After a slow start in 2014, the numbers attending antenatal services grew solidly with 70 parents attending the Bosom Buddies Mother and Baby group in 2015 and 63 parents attending antenatal classes delivered in the community by a Public Health Nurse seconded from the HSE to work with the Preparing for Life programme for two days per week.

Our Early Years Practice Programme finalised its Strengthening Foundations of Learning model which is designed to embed quality early childhood education and care practice within community early years settings so that staff can create positive learning experiences for young children, actively improving outcomes, particularly in the context of cognitive abilities and communication skills.

By September 2015, the Preparing for Life Schools Programme had begun to implement all three programme components: Write to Read, Play to Learn and the PAX Good Behaviour Game in six out of seven partner schools. October 2015 saw the launch of research into the first ever pilot of the PAX Good Behaviour Game in Irish classrooms.

Preparing for Life also engaged on a national level with the Prevention and Early Intervention Network and participated in the national Hands Up For Children Campaign to call for increased investment in prevention and early intervention work. This included the organisation of a Hands Up For Children Roundtable event in November attended by a group of ten public representatives, including three local TDs and one Senator.



*Local politicians turn out in force for Hands Up For Children roundtable event - November 2015*

# Preparing for Life - 2015 in Numbers



## Antenatal

15 baby massage courses with 156 participants  
63 parents attended antenatal classes

## Home Visiting & Parenting

70 parents attended weekly Bosom Buddies Group  
128 parents joined ABC Home Visiting Programme

44 early years educators trained in Hanen Learning, Language and Loving It

Over 50 early years educators in 8 settings introduced to Aistear Curriculum Framework

## Early Years Practice



## Schools

Play to Learn: 11 teachers trained, 227 children benefit

Write to Read: 63 teachers trained, 871 children benefit

PAX Good Behaviour Game: 26 teachers trained, 514 children benefit

## Story Time

Two iterations of Story Time took place in 2015, one during February and March, involving 42 parents and children and another in October, November and December, in which 54 parents and children took part. The Story Time 'Graduation' event in December was supported through a kind donation from the Eden Giving Circle, which enabled the presentation of a book to each child. Approximately 9 schools and 4 early years settings continue to recruit parents for this valuable initiative, in which the contribution of both Marino Institute of Education and Dublin City Libraries plays a central role.

# Local Childcare Resource Service

In 2015, the Local Childcare Resource Service (LCRS) addressed over 900 queries from services, individual parents and local groups. The LCRS also facilitated staff from over 40 settings to participate in Child Protection Training and provided direct assistance with support needs, including the development of Fee Policies, to over 50 private and community settings. 78 practitioners attended workshops which were held throughout the year on Conflict Resolution, Play, Curriculum, Children's Social and Emotional Development and Effective Leadership.

In 2015, the early childhood sector was affected by a number of new developments, including the initiation of an inspection system operated by the Department of Education and Skills. Concerns about sustainability were expressed by a number of service providers in 2015, as were issues relating to staff qualification requirements and compliance.

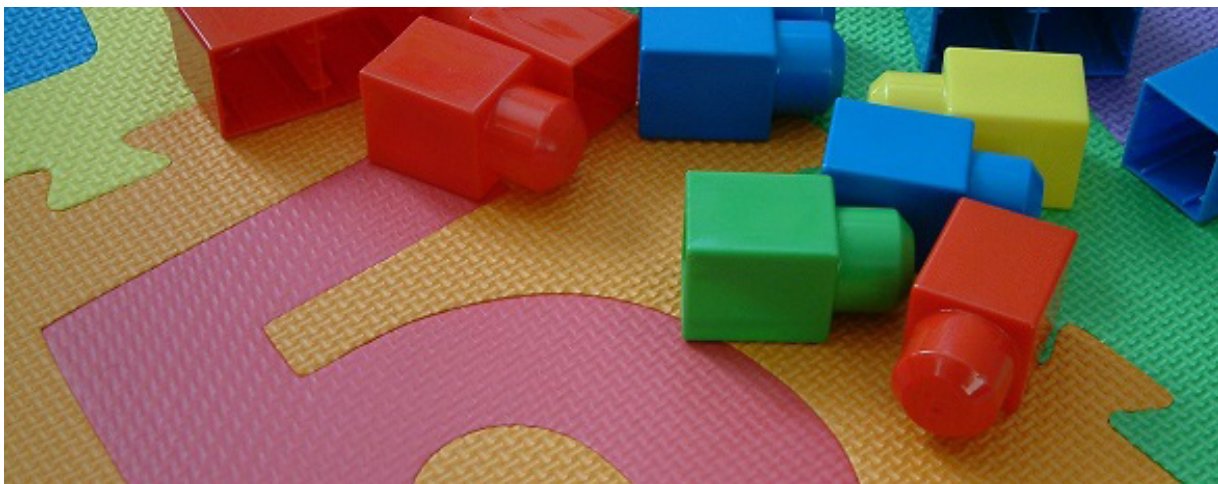
The LCRS has been directly funded by Dublin City Childcare Committee (DCCC) since the Committee was established in 2001/2002. In late 2015, the Partnership was informed that Local Childcare Resource Services across Dublin City would no longer be funded through DCCC which ultimately led to the winding down of the LCRS in the first quarter of 2016.

## Child and Family Support Work

Our Child and Family Support Worker engages with families of young children who have experienced the effects of substance misuse within their family and helps to identify and address the child's needs working together with their parents and others involved in their lives.

A new programme called 'Friendship Club' got underway in 2015, engaging with children in small groups, for two sessions per week, following the PATHS Curriculum. This is an evidence-based approach which has been shown to assist young children to recognise and express their feelings, encouraging better social and emotional regulation, so that they can enjoy better relationships and have more positive outcomes. The group was based in a community childcare setting, which has now integrated the PATHS approach into their practice and extended the learning to benefit a greater number of children

In 2015, the service also continued to run the weekly Kilbarrack Parent and Toddler Group in the Kilbarrack Coast Community Project. The group is very well attended and it is hoped to replicate it in other areas during 2016. In July 2015, a summer project also took place which involved over 40 children from 6 local projects. It was a great success and parents who were invited to participate during the final week, expressed great satisfaction with the project.



# Case Study

## Clare & Bella - Story Time



Before taking part in Story Time, Claire read a book every night with her five year old daughter Bella who she says “loves her books”. However, she tended to just read straight through the book herself and when Bella asked questions – she would tend to hurry Bella along – something which she now says she feels guilty about.

As part of the Story Time programme, Claire attended an information session where she was given tip sheets on suggested ways to read with her child. After that she signed up to read one new book every week for the next five weeks. The local library in Coolock provided the books and the Home School Liaison teacher would send the new book home with Bella each week. Claire would then read the book with Bella for at least four nights that week. Story Time allows parents to read just a few pages of the book if that’s what the child wants but Bella always wanted to read the whole book each night.

Claire says that after taking part in Story Time, there is now more interaction in how they read a book together. Bella is given more time to ask questions, they talk about the characters in greater detail and imagine how they felt and what they were thinking. It has changed the way they read all books together. She feels that taking part has increased Bella’s enjoyment of reading together and it has also had a huge impact on her vocabulary as she is asking what different words mean and using them in her daily life.

“The difference is that we’ve more interaction now with the reading which is great. I find she enjoys it so much more than what she did. She has more questions and she’s interested more in the books. It’s not just that she’s getting a story, she wants to know more and it’s always, can you read me another story. Even her vocabulary has come on in leaps and bounds from the different words and explaining what they mean. I might be giving her another word for the same word so she understands a lot now.”



Northside  
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# Health



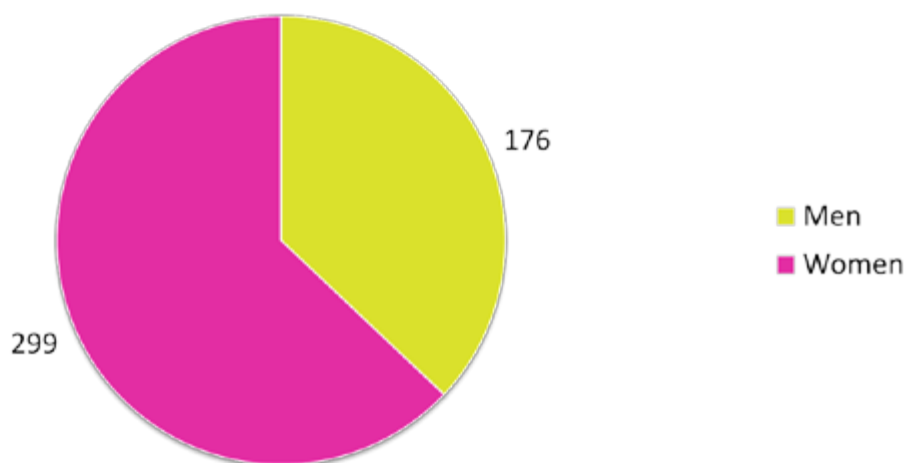
# Healthy Food Made Easy

The Healthy Food Made Easy (HFME) Programme is a basic nutrition and cookery course that helps people to change to a healthy diet, plan meals on a budget and make easy to cook meals. The course content is based on the most up-to-date healthy eating guidelines from the Department of Health. Healthy Food Made Easy is funded by the HSE and courses are delivered by peer leaders in community settings. Northside Partnership runs open courses which members of the public can book to attend individually and also runs closed courses for community groups and schools.

In 2015, 47 Healthy Food Made Easy Courses were completed with 18 new organisations hosting a course for the first time. 475 participants enrolled in our HFME courses with 391 successfully completing the 6-week course. 299 participants who started the course were female whilst 176 were men - at 42%, this was the highest level of male participation achieved by HFME to date. Our work with three Men's Sheds Groups and promotion of HFME with these groups was the main reason for this development.

In 2015, HFME peer leaders were also trained in a new Cool Dudes children's cookery and nutrition course which will be offered to children aged 10 - 12 through local primary schools commencing in early 2016.

**HFME Registrations – Gender Balance**



# Smoking Cessation Programme

Northside Partnership delivers the Stop Smoking Programme in partnership with the HSE. A Smoking Cessation Team, consisting of two Lay Health Advocates, offers a combination of one-to-one and group supports to support people who wish to quit smoking.

In 2015, our Lay Health Advocates engaged 575 people during outreach and promotion work which resulted in 107 new clients registering for the programme. Of these, 81 received either one-to-one or group supports. 34 of these clients set a quit date. 12-month check-ins show that 24 of these clients successfully gave up smoking in 2015.

# Healthy Communities Initiative

Our Healthy Communities Initiative brings together private, statutory and community stakeholders to develop a local Healthy Community Plan. The approach is based on positive examples of local initiatives from the World Health Organisation's Healthy Cities Network and good practice identified in Dublin and further afield.

We know that in many neighbourhoods in our area, people are less healthy than the national average. Health means more than the absence of illness. Community health also relates to people's quality of life, safety, and opportunities for education, employment, housing and participation in decision-making processes that affect their lives. Since the launch of the initiative in 2013, we have held a series of meetings with local people, community groups and state agencies to find out:

- What are the most serious issues in our area?
- What causes people to suffer from poor health and stress?
- What is being done to improve health and well-being in our communities?
- What other things can we do?
- How can we work together to make our community healthier?

Following from initial consultations, three Healthy Communities working groups were established under the initiative which were involved in delivering the following activities in 2015:

- The completion of a project to map existing services in the Healthy Communities pilot area of Belcamp, Bonnybrook, Darndale, Glin, Priorswood, Kilmore West and Moatview in Dublin 5 and 17. The map was officially launched in October 2015 and can be viewed on the Northside Partnership website at <http://northsidepartnership.ie/healthy-communities-map>.
- The organisation of four healthy lifestyle festivals in local shopping centres to increase health awareness and promote local health-related services and activities. The health festivals in 2015 took place in Northside Shopping Centre (26th March), Clare Hall Shopping Centre (17th April), Artane Castle Shopping Centre (8th May) and Donaghmede Shopping Centre (29th October).
- The completion of a number of research projects in the area of public transport, walkability and cycling to establish evidence for planning and activities.



*HFME Coordinator Linda Scanlan promotes the programme at a Healthy Lifestyle Festival in Artane Shopping Centre*

# Case Study

## John Roche - Stop Smoking Programme



John began smoking at the age of 14. He had tried to quit in the past but only managed to stay off cigarettes for up to three months. However, he believes that he never really had the motivation to quit until 2014 when he was told by doctors that he had clots in his legs and that he needed to quit smoking immediately. With this new motivation, he saw an advertisement for the Stop Smoking Programme in the Northside People and got in touch.

Over a period of two months, John came to see Bernie McDermott, Lay Health Advocate with our Stop Smoking Programme on a weekly basis. They spoke about the advantages of stopping smoking and the disadvantages of continuing. After two weeks John had quit smoking. At the weekly check-in sessions which followed, John was asked to blow into a carbon monoxide monitor which would show if he had been smoking. He found the fact that Bernie would know he had been smoking to be a great deterrent. John also used Nicotine gum to help him quit. As of 26<sup>th</sup> November 2015, John had successfully quit smoking for one year and two months.

John says that after quitting smoking, “The advantage is that you’re not coughing every morning when you wake up, you’re not as tired as you used to be, you’re not out of breath when you go up and down the stairs and things like that. Plus, you’ve a few extra shillings in your pocket every week.”



Northside  
Partnership

# Governance & Finance

# Corporate Governance

Northside Partnership is a company limited by guarantee with charitable status. The Company's Memorandum and Articles of Association outline the governance parameters for the company. The company is run by a voluntary Board of Directors drawn from four pillars:

- Community & Voluntary
- Social Partners & Environmental Pillar
- Local Government
- State Agencies

The Board of Directors appoints a number of Sub-Committees, Advisory Councils and Management Committee structures to oversee the implementation of the company's operations. The standing Sub-Committees include:

- Finance and Administration
- Preparing for Life
- Employment and Enterprise
- SICAP (following the merger of the Local Development and Education Sub-Committees in 2015)
- Strategy

In 2015, a number of new Sub-Committees were also established. These were:

- Audit Committee
- Board Appointments
- Education Special Fund

In 2015, the Board commenced a process to reduce its size from 23 members to 15 and made a strategic decision that if vacancies arose in the year they would not be filled, unless there was a compelling reason to do so. The Board had 16 members at the start of the year and 15 at the end of the year. One director was replaced. One member returned from maternity leave and one other went on long term sick leave.

The Board of the Partnership met on eight occasions during the year, mostly with six week intervals. The Company AGM was held on 20<sup>th</sup> October. The Chairperson of the Company temporarily stood down from the Board in 2015 and was replaced on an interim basis by the Vice Chairperson Declan Cahill from October 2015. Rose Wall became Vice Chairperson, also on an interim basis. All Board meetings bar one was quorate.

The Board also noted that the policy of withdrawing State employees from the Boards of Local Development Companies poses a challenge to the continuance of the existing four pillar structure. The Board has agreed that it wishes to retain the partnership model in its work and as much as possible in its governing structure into the future.

# Board Membership

**Chairperson:** Lorcán Ó hÓbáin, IBEC

**Company Secretary:** Odran Reid

**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

**State Agencies:**

Liam Barry, Dublin City Enterprise Board

Mary Hickie, Colaiste Dhulaigh

**Social Partners:**

John Carr, ICTU

Lorcán Ó hÓbáin, IBEC

Tara O'Reilly, IBEC

**Local Government:**

Larry O'Toole, Councillor

David Dinnigan, Dublin City Council

Alison Gilliland, Councillor

**Honorary President:** Padraic White

# Northside Partnership Ltd - Financial Report 2015

## Statement of Comprehensive Income

For the financial year ended 31<sup>st</sup> December 2015

Northside Partnership Limited (A Company Limited by Guarantee)

Income & Expenditure Account for the year ended 31 <sup>st</sup> December 2015		
	2015	2014
	€	€
Income	4,622,901	4,785,175
Expenditure	4,945,031	4,965,808
Surplus (Deficit) for period	(322,130)	(180,633)

The financial statements have been prepared in accordance with Financial Reporting Standard FRS 102.

Grant Income is accounted for under the accruals model as permitted by FRS 102.

# Balance Sheet

## Balance Sheet as at 31<sup>st</sup> December 2015

	2015	2015	2014	2014
	€	€	€	€
<b>Fixed Assets</b>				
Tangible assets		126,590		75,142
<b>Current Assets</b>				
Debtors: amounts falling due within one year	241,155		198,884	
Current asset investments	507,811		500,041	
Cash at hand and in bank	1,783,310		2,298,960	
	2,532,276		2,997,885	
<b>Creditors: amounts falling due within one year</b>	(1,160,356)		(1,273,266)	
<b>Net Current Assets</b>		1,371,920		1,724,619
Capital Grants		(25,364)		-
<b>Provisions for liabilities</b>				
Other provisions	(21,848)		(26,333)	
		(21,848)		(26,333)
<b>Net Assets</b>		1,451,298		1,773,428
<b>Capital and reserves</b>				
Profit and loss account		1,451,298		1,773,428
<b>Shareholders' funds</b>		1,451,298		1,773,428



# Funders



st.stephen's green trust



# Northside Partnership

Northside Partnership  
Bunratty Drive  
Coolock  
Dublin 17  
D17 WP30

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Northside Partnership



@NS\_Partnership