

ANNUAL REPORT 2016

Celebrating 25 Years in the Community



CONTENTS

Message from our CEO, PAUL ROGERS	4	Health	27
Northside Partnership Today	7	Health Communities	28
Employment	9	Health Food Made Easy	29
Employment Progression	10	Smoking Cessation	30
Local Employment Service (LES)	11	Children And Families	32
Jobs Club	12	Children And Families	32
Labour Market Inclusion Programme (LIP)	13	Home Visiting Programme Research	33
TUS	14	And	
Enterprise	16	Local Area Coordinator for People with Disabilities	36
Education	17	STEPS	37
Education Overview	18	Working with Businesses	38
Communiversities	18	Finance	40
Northside Education Support Network	18		
Challenger	19		
Education Grants	21		
Local Development	22		
Young Community Leaders	23		
Community Forum	24		
Governance Training	25		
Men's Sheds	25		
Community Grantwriter	26		



When Northside Partnership started 25 years ago, I was living down the road from Bunratty Drive, working in a poorly paid job and thinking about going back to school or college. It took me some time for me to figure out what I wanted to do but in 1996 I applied to DCU as a mature student and started a journey which has led to my current role as CEO.

Back in 1996 I was unaware that Northside Partnership existed and that I could have availed of its services to help identify my strengths and get support in developing a career path. Since then the range of services and supports provided by Northside Partnership has grown and it has become a axis of support for the people of Coolock and beyond.

Since I took on this role in January 2016 I have met a number of old friends from the neighbourhood in which I grew up and school who have since availed of supports through Northside Partnership.

Over the course of these years Northside Partnership has made a difference to the lives of many people across the community and this year we celebrated the 25th Anniversary of the founding of Northside Partnership.

This celebration and focus on our successes was a good anchor for us as we navigated through significant change and growth. In 2016 Northside Partnership adjusted to the first ever change in leadership after the retirement of Marian Vickers as CEO in early January and the departure of Noel Kelly as Manager of Preparing for Life in June 2016.

We all have to admit that change is hard. But the staff and stakeholders of Northside Partnership helped to steer the organisation through not only a major change of personnel, but through new growth with the opening of offices in Kish House, Kilbarrack and Amiens Street in the city centre and I am very grateful to the staff and the Board for their support and patience as I transitioned to the role.

It can be difficult to be innovative with funding and programme restrictions, but in 2016, we managed to progress a number of exciting initiatives. Highlights included making headway with the Santry River Greenway project which allowed us to collaborate with the Dublin Institute of Technology and Dublin City Council. As a result of this work the Greenway is now featured in the Dublin City Local Economic and Community Plan. In partnership with the St. Stephen's Green Trust we brought on a Community Grantwriter to support organisations in our catchment area with their access to funding.

2016 has also been a stepping stone into a new way of working. In terms of service provision, we worked with government bodies to reduce targets in favour of intensifying the work we do with people in order to see more sustainable positive change in their lives. The approach is working, as you will see in the report, but in spite of this and the national drop in unemployment rates, the demand for our services remains as high as ever. The buoyancy of the labour market is certainly helping, but our work is no less demanding, as those who are not engaged are more distanced than ever. We look forward to reflecting on this intensive approach at the end of 2017.

Finally, 2016 has been a year of learning for Northside Partnership as we plotted our steps through our governance journey, and supported the journeys of our partners and colleagues in Dublin north east. It has certainly been a challenge to focus on governance despite the lack of recognition for how resource-heavy the journey can be, but none the less, we value its impact on quality.

Reflecting on 2016 and the twenty four years before that, I can't help but be astonished on what has been achieved despite the ongoing challenges around funding, training, facilities and tools to make the impact we aim to make in our communities.

It is this resourcefulness that makes me proud of our accomplishments in 2016 – not only of Northside Partnership, but of every individual, every community and every stakeholder that we work with. I look forward to continued learning, adapting and collaborating that allows us to focus on the people that we are here to serve.

Paul Rogers.



Northside
Partnership





MARIAN VICKERS AND RICHARD BRUTON IN THE EARLY DAYS

NORTHSIDE PARTNERSHIP TODAY

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, Clonsaugh, 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 (east of railway line)





EMPLOYMENT

EMPLOYMENT

Supporting people into employment was Northside Partnership's primary aim when we opened our doors in 1991. 25 years later, the country is finding its feet in a post-recession period, just as it was then.

The landscape is changing, both for those most distanced from the labour market and for employment services all over Ireland. When the recession hit, a significant portion of the clients that we worked with were recently unemployed and job ready. As unemployment rates drop and the labour market becomes more buoyant, more and more of our clients are those most distanced from the labour market.

The barriers between long-term unemployed people and sustainable jobs are complex and plentiful, which is why we need to

look deeper, reach further and work more intensively, and in a holistic way with each client that walks through our doors.

There are no two clients whose challenges in terms of employment are the same. Some do not know where to start. Some do not feel ready to start.

Northside Partnership knows that a one-size fits all approach does not work. That is why we provide a number of different client-centred employment programmes to see what progression path will work best for each person.

Many people have issues around confidence, health, education or family - and our programmes reflect this. While progressing into sustainable employment may be the aim of the game, we know that there are a number of building

blocks to put in place before someone may be ready to face the job market.

Northside Partnership's employment programmes work hand in hand with teams focused on health, enterprise, children and families and more in order to support the person as a person, not just an unemployed person.

PROGRESSION TOWARDS EMPLOYMENT

EVERYONE'S EMPLOYMENT JOURNEY IS DIFFERENT. NORTHSIDE PARTNERSHIP OFFERS DIFFERENT OPTIONS TO CLIENTS LOOKING FOR WORK.



LOCAL EMPLOYMENT SERVICES

We help people to find appropriate and suitable work through career guidance, training and CV preparation.



GREENDALE JOBS CLUB

At the JobsClub, people who are ready for work are supported in improving their job seeking skills.



LOCAL INCLUSION PROGRAMME

'LIP' was set up to help former drug misusers who have undergone rehabilitation and want to take the next step to rebuilding their lives.



TUS

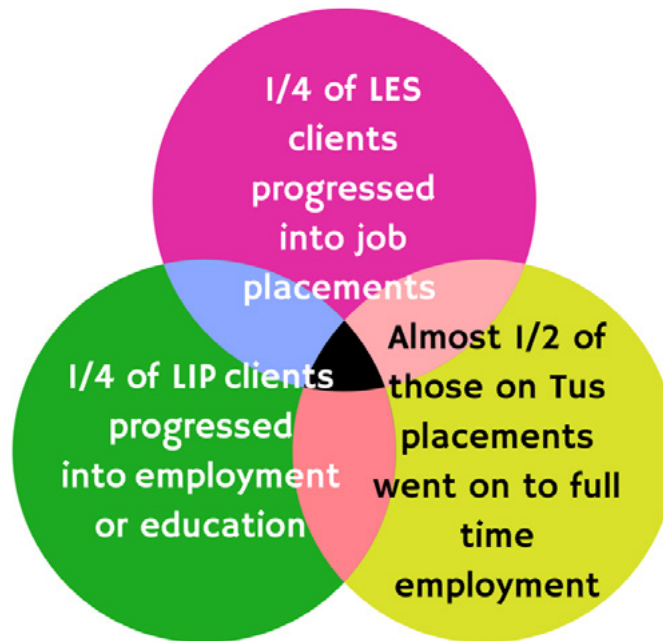
This community work programme offers people who have been out of work an opportunity to gain skills and experience.

EMPLOYMENT PROGRESSION

Employment Progression

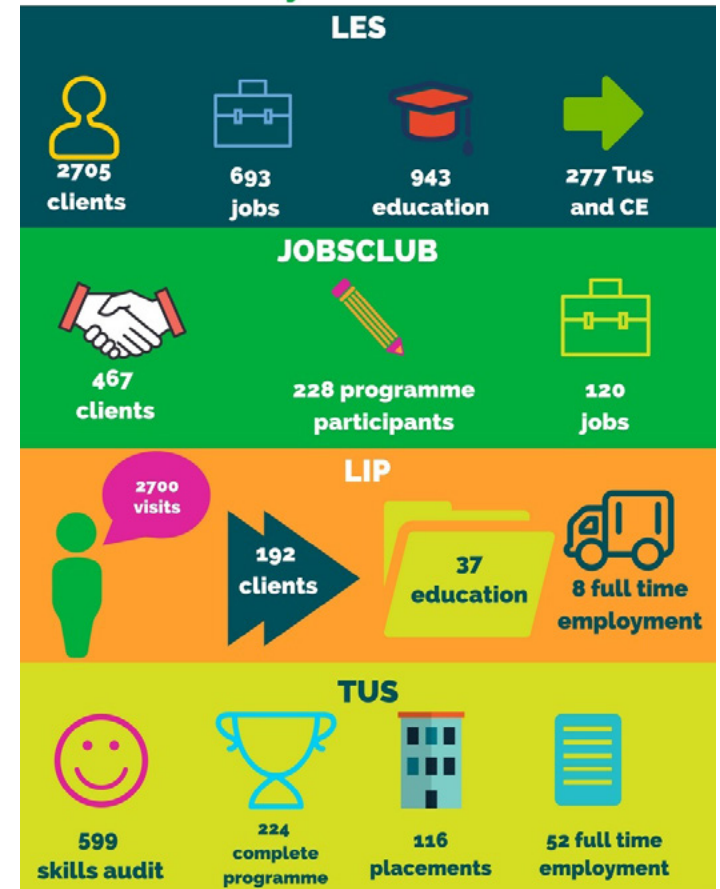
Progress and achievement milestones are different things for different people depending on their experiences, their situation and their personal dreams and ambitions. Northside Partnership works with individuals closely and openly to help them to find the right journey for them.

While the ultimate goal for the employment programme is to support people to eventually access employment, progression can be taking the first of many steps towards a better future. Our employment and education teams work closely together to find the right path for clients.



EMPLOYMENT PROGRESSION

Key statistics



LOCAL EMPLOYMENT SERVICES

The Local Employment Service is one of Northside Partnership's longest running programmes which has successfully helped tens of thousands of people to find employment opportunities that fit in with their goals and skills. This is done through one-to-one employment guidance, CV development, career path planning, referral to education and training services as well as enterprise guidance.

In July 2016, our Local Employment Service successfully achieved the Q mark once again. As part of the internal audit process, 156 clients took part in a survey that showed that 90% of respondents rated our location, information given, service provided, friendliness of staff, centre layout and opening times as 'good' or 'very good'.

One client's feedback in the survey which reflects our person-centred approach said: *"I have at all times felt great support, genuine interest and a non-judgmental attitude from the staff to my circumstances and ambitions for employment opportunities. This positive attitude I feel is particularly important at a time when an individual may feel vulnerable or has a growing sense of inadequacy because of the difficulties to be faced when trying to return to employment. The attitude of staff and the support service provided is of great help in such difficult times."* recommend it to anybody."



This year, we caught up with Seán Coyle, who had first come to Northside Partnership's Local Employment Service (LES) in 2011. Five years on, he has progressed into a high level job in one of Ireland's leading universities.



"I had just graduated. It was the height of the recession and I could not find any work. Northside Partnership helped me to do a computer skills course and to get some work experience. From here, I went on to get a better job, and a better job. This year (2016), I took up a job as an executive officer in Trinity College Dublin.

Northside Partnership gave me a wealth of experience. Their service was competent and friendly. The staff were helpful and motivating.

The service is vital to the community. If the clients are motivated, the results show. I have no reservations about using the service and would recommend it to anybody."

- Seán Coyle

JOBS CLUB

Northside Partnership's Job Club is a 2-week programme that helps people looking for work with their interview preparation, motivation, interview techniques and communication skills.

In 2016, 467 people registered with the Jobs Club, and 228 people participated in the 2-week programme.

More than half of those who participated in the programme (120) were placed into employment.

As well as working with clients, the team at the Jobs Club works with local employers to create opportunities for them to connect with job-ready candidates.

Here we hear from Peter Ward, a Jobs Club client who describes his experience:

“I met my friend who asked me how I was getting on with the job search and I told him I had been successful at the last interview. That’s unbelievable, he said - I wonder what I’m doing wrong! Well, I told him, get down to the Northside Partnership Jobs Club and they’ll be able to tell you!”

- Peter Ward

120
**people were placed
into employment**



At 57, army veteran Peter Ward was unsure about finding the right job for him after 10 years of semi-retirement abroad. Landing back in Coolock, he went to the local Social Welfare office in the Civic Centre who referred him on to Northside Partnership.

“What they were doing at the Jobs Club was great. They helped with how to tailor CVs and doing interview preparation. They introduced me

to the STAR technique for competency based interviews, which was excellent. They also helped me to find out what I was good at, and how to find a job that I was interested in doing. I learned that I should be telling the employer how they would benefit from having me in the job, not just how I could benefit from working for them.”

Peter took part in the 2 week Jobs Club training, which he

really enjoyed, “The way they ran the course was excellent. Everybody felt at ease. Even though the range of people there was broad, here’s me, 57 and then there’s other people who have just graduated from college - but the staff were able to relate to everybody.”

Peter went on to secure employment in security in Dublin Airport Authority.

We also spoke to one of the local employers that we work closely with to match candidates to jobs:

“We initially visited the Jobs Club to hold a brief presentation to their jobseekers regarding the services which we provide to our clients in Dublin Airport. We were overwhelmed with the number of interested people who turned up to hear about us. From an employer’s perspective it was wonderful to see so many people who were genuinely interested and enthusiastic about returning to work. We got to meet everyone face to face to receive their CV’s which was very advantageous in terms of first impressions. We successfully interviewed and recruited a number of people into our services for 2016.

We found everyone working at Northside Partnership to be very professional and friendly. They have a genuine interest in our line of business and ensure that suitable candidates are put forward for interview with us. Working in the aviation sector where everything is fast paced and time critical having Northside Partnership to provide a consistent flow of recommend CV’s is without doubt a great advantage to us.”

- Joan Murphy, OCS



LABOUR INCLUSION PROGRAMME

Research shows that recovering drug users who had received assistance that was specifically employment-related were three times more likely to have found paid employment than those who had received no such assistance (Keane, Martin (2008) Drug treatment and employment. Drugnet Ireland, Issue 27, Autumn 2008, p. 12.).

Drug users exiting treatment face many barriers to employment when entering the labour market, such as low levels of education and technical skills, and low levels of interpersonal skills. As a result of these and other barriers, employment rates in these groups are generally low. The Labour Market Inclusion Programme was set up to help former drug misusers who have undergone a rehabilitation programme and who

want to take the next steps towards rebuilding their lives.

“The service at LIP has helped me to tackle the most difficult issues in my life. I always got the information and support I needed and I gained a new profession. I feel more confident and hopeful about my future.”

- Edwin Duffy

2,700
visits to the service

LABOUR INCLUSION PROGRAMME

It is a one to one education and training programme which offers a full range of supports to help former drug misusers to get back into education and employment. All supports are delivered on a one to one basis rather than in groups.

- One to one training including reading, writing and computer skills
- Support to find and use other training services
- Relaxation treatments, including therapeutic massage, reflexology, Indian head massage, integrated energy therapy and acupuncture
- Access to our Education Guidance service

In 2016, LIP supported 205 clients. 145 clients progressed to, and completed, a variety of training courses including: Liter-

acy and Numeracy, Introduction to Keyboard Training, Introduction to Computers; STEPS Motivational Programme Driver Theory Training; Holistic treatments; Crafts; Cognitive Behavioural Therapy; Life coaching and Healthy Food Made Easy.

The team in the Labour Inclusion Programme work intensively with their clients, which is demonstrated by the number of times people visited the service – 2,700 in 2016.

One of the key objectives of the programme is to provide one-to-one support, guidance, training and career path planning directly to post rehabilitation participants. The needs and challenges faced by each client is different, and so is what counts as an achievement, a success or a progression for them, and for us.

None the less, we were happy to note that 40 clients (20%) progressed into employment or further education.

145

clients progressed to and completed a variety of training courses

TUS

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.

While the scheme aims to contribute to the work readiness of the long-term unemployed, it also contributes to the management of the Live Register in highlighting those who are unemployed but may not be actively seeking work. Northside Partnership is one of 53 Implementing Bodies (IBs) in Ireland delivering the service.

From April of this year, Northside Partnership has been responsible for providing the Tús programme in the North East Inner City.

The services was previously delivered by the Canal Communities Partnership. Three Tús team leaders are providing services from the Amiens Street office.

As unemployment levels drop and the national environment for work placement schemes diversifies, the numbers of referrals to Tús has reduced, year on year. None the less, the team of 10 team leaders met 599 people for initial audit skills, with 116 people (20%) becoming placed in over 80 local community organisations.

During the year 224 clients completed the Tús programme, with 23% progressing into full time employment, and a further 29% progressing into a Community Employment Scheme.



ENTERPRISE

ENTERPRISE

Ireland is known for the favourable conditions and policies that attract foreign direct investment. In this way, we are ahead of the game for fostering enterprise and business. However, home grown would-be entrepreneurs can find it difficult to get their business ideas off the ground due to lack of information, access to funding and business development support.

Northside Partnership's Enterprise Programme provides one to one information, advice, support, and mentoring to those exploring the idea of starting their own business.

In 2016, we helped 454 people with advice and training to help them start their own business. Of these, 137 went on to establish their own business.

Lots of our clients have fantastic ideas, but no

knowledge about finance or marketing. Some have a great head for business, but no idea how to apply it. This year, we provided Enterprise Training to 350 people and Start Your Own Business training to 128.

At Northside Partnership we embrace and celebrate the innovators and entrepreneurs in order to break down the barriers to success. Many feel that the societal and political attitude towards self employment and enterprise can be hostile, with those in self employment having less rights than their PRSI colleagues, and starting a business being seen as taking a massive risk.

In order to build a momentum, peer support and knowledge sharing between local entrepreneurs, in 2016, Northside Partnership increased the number of Enterprise Network evenings.

30%
of clients went on to
start their business

ENTERPRISE

ADVICE AND TRAINING

We provided support to

454
people

RESULT

Of these 454 people

137
people
went on to start their own business.

ENTERPRISE TRAINING

was provided to

350
people

START YOUR OWN BUSINESS TRAINING

was provided to

128
people



EDUCATION

EDUCATION OVERVIEW

The 2016 census showed that many people in Northside Partnership's catchment area have significantly lower educational attainment levels than other Dublin and national counterparts. In some areas, over 30% of the population had no formal schooling (Dublin average: 12.8%; State average: 12%).

Access to education and peoples' experience of education is still a big issue in north Dublin. In order to support people to improve opportunities to engage in the labour market and their local communities, Northside Partnership's Education Programme works with education providers, parents, students and communities.

The education team provides information, advice and supports to help our clients access education-

al opportunities including information and advice as well as support to accessing various forms of education and training.

2016 was as busy as ever, with over 700 young people and adults being provided with one to one advice and support. We gave information about organizational and national grants opportunities to over 400 people, leading to 217 students being enabled to take up third level courses through grant support.

Communiversities

Twenty eight participants took part in our Communiversities course which is a university-taster course run in collaboration with Maynooth University through local libraries. These accessible 17 week courses are successful in terms of inspiring participants to go on to further studies and employment.

It is clear from the large attendance of our education fairs that people are eager to get inspiration and information about options available to them. Our Adult Education Fair was attended by 300 people and our annual Education for All Fair which was attended by over 800 students from local secondary schools who met with further education providers exhibiting at the event.

Northside Education Support Network

One of the keys to success of our education programme is the strong relationships that we have built with educators in our area. In 2016, we worked with 52 primary schools, 29 secondary schools and over 40 education providers to understand the needs of students and educators and design programmes to address barriers to education.

A good example of this collaboration is the Northside Education Support Network (NESN), through which we engage with educators and students to build knowledge and capacity around school-based issues through workshops and trainings. In 2016, 98 educators including school principals, teachers and special needs assistants took part in four workshops around issues such as managing behavioural issues in class and dealing with grief in the classroom.

The annual art competition reflected on the 100th anniversary of the 1916 rising, with 440 entries from 14 primary and secondary schools in our area.

EDUCATION

A PERSON'S EXPERIENCE OF EDUCATION IS VITAL TO THEIR PROGRESSION. WE WORK WITH PEOPLE AT ALL STAGES OF LIFE TO HELP THEM TO PROGRESS TO WHERE THEY WANT TO BE.



CAREER GUIDANCE

We help people to find appropriate and suitable courses through one to one career guidance and education fairs.



CHALLENGER

The Challenger Programme works with school children and their parents to help them to progress from primary to secondary school and to complete their Leaving Certificates.



COMMUNIVERSITIES

This is a taster programme in collaboration with Maynooth University. Rolled out through local libraries, those interested in enrolling in university can get a feel for college life.



NESN

Northside Education Support Network brings education providers to work together to identify and respond to emerging education needs.



GRANTS

We provide small grants to students to contribute to costs associated with third level education.

EDUCATION AT A GLANCE

As well as providing one-to-one career and education guidance to 700 people, Northside Partnership's Education Programme delivered on the following:



CHALLENGER

218 students participated
28 parents took part in STEPS

FAIRS

Provided information to over 1,000 students to promote further and third level education



GRANTS

We provided grant information to 400 people and a variety of grants to 229 students.

COMMUNIVERSITIES

28 graduates completed Communiversities



NESN

Worked with local educators on professional development supports

SCHOOLS

Connected with over 60 schools



CHALLENGER

The Challenger Programme celebrated its 21st birthday this year. This innovative programme promotes educational progression by working not only with students, but with their parents. There are key periods in education which can be difficult for children to navigate and can be times where students are particularly vulnerable to feeling overwhelmed and powerless.

Challenger provides structured supports for students and their parents from 6th class to 6th year to help students transfer from 6th class into secondary school and prepare for major exams including the Junior Certificate and Leaving Certificate. We help students to look at learning and progress in a different way by engaging them in learning opportunities including coding workshops, historical and nature out-

ings. One of our favourite items from this year was the rapping workshop, in which students learned about rapping and made their own rap records.

This year, we supported 218 students from our five partner schools. We were also delighted to work with 28 Challenger parents who participated in initiatives to enable them to support their children, as well as to open up opportunities for them to access further education.

218

students

&

28

parents took part

“The Challenger Programme is outstanding. My daughter is much more confident because of the activities she took part in. I really enjoyed the STEPS course as well. It has given my family opportunities we never would have had before to learn and it was great fun!”

- Jeni, Darndale

CHALLENGER

Our Challenger students took part in a rapping workshop and produced their own records. Here are some of the lyrics from a song they wrote.

We Were Born to Stand Out

“We were born to stand out, so express yourself tell the world what you’re all about. I don’t know where I’d be without my friends, cause they’re all a pack of legends and I love them til the end, WE hang out all the time they’re so funny and pretty, they’re with me all the time around Dublin City. Sometimes we might get in a fight but we end up talking by the end of the night. We’re so close, they’re always there when we need it, we keep each other’s secrets they won’t be repeated. As we grow up, we gain lots of memories, from new friends to old friends, don’t forget about the enemies. From Coolock to Darndale, tough as nails, when we want something done you know we won’t fail. Yeah I’m proud of where I’m from, Dublin City is where I belong.

We were born to stand out, so express yourself tell the world what you’re all about.”



Participant rapping

EDUCATION GRANTS

One of the biggest barriers to education for the people that we work with is affordability. With increasing costs of rent, transport and in some cases, fees, some people do not see further or third level education as an option for them.

In response to this, Northside Partnership provides information on and supports students to apply for national grants but also runs two grant programmes.

The Education Scholarship grant for which we fundraise in collaboration with Acumen Trust, raised €9,000 in 2016 which enabled 12 students to take up courses outside of Dublin which they would not have otherwise been able to afford.

The Partnership Fund gave financial support to 240 students from our catchment area to access third level education.



“Having been successful in my final exams of Medical School, I am now looking forward to graduating from Trinity College Dublin with a Medical Degree and a Masters of Science. After graduation, I commence work as a junior doctor in University Hospital Limerick while also undertaking research with the Centre of Prehospital Care in the University of Limerick.

Throughout my 6 years at University, the Northside Partnership has supported me hugely through their financial assistance and travel allowances. The burden of paying for expensive textbooks and equipment, in addition to expensive weekly public transport, was greatly diminished thanks to the help of the Northside Partnership. With less financial worries, I could better focus on my academic studies and this made all the difference coming up to my final exams. I am incredibly grateful for all of the support the Northside Partnership has given me since 2011.”

- Stephen Hatton



Northside
Partnership



LOCAL DEVELOPMENT

YOUNG COMMUNITY LEADERS

Young Community Leaders is one of Northside Partnership's most exciting programmes as a way of engaging young people to become future leaders within their communities.

In the Autumn, all 23 YCL participants graduated with a QQI Level 6 in Youth Leadership and Community Action, with news coming from the examiner that the standard of work was particularly high this year.

The potential for graduates to apply their leadership skills was quickly demonstrated when two graduates of the programme went on to represent the programme as well as Northside Partnership at the Youth Advocate Programme (YAP) National Conference in Croke Park in

August. Their rousing presentation focused on steps they had taken to make positive change in the area of mental health awareness.



“Young Communities Leadership Programme was a negativity free but pro-positive zone. It was amazing to work alongside amazing facilitators who believed in the capacity and potential in young people to deliver change more than young people believed in themselves. This helped spark inner belief in myself and many of the young people on the programme and for that I will always be grateful to Northside Partnership and Young Community Leadership Programme Facilitators.”

- Keith O'Driscoll

23

YCL participants graduated with QQI Level 6 in Youth Leadership and Community Active

COMMUNITY FORUM

Northside Community Forum

The Northside Community Forum provides a space and tools for 75 community groups working in the catchment area to collectively develop actions around issues that are affecting the community.

One of the main platforms for the group engagement is through Community Forum meetings, of which there was X in 2016. The meetings facilitate the groups to connect, share information and learn from each other as well as hear from key note speakers about local and national issues and opportunities.

Through the forum, Northside Partnership promotes participation in the Public Participation Network (PPN), which is a Dublin City Council network

established to promote an active formal role or groups within policy and oversight committees in Dublin City Council.

Furthermore, we promote good governance through information sharing, support and capacity building as discussed overleaf.



“The Migraine Association of Ireland has benefited greatly from the support and services available through the Northside Partnership. While the Migraine Association is a national organisation, our head office is located in Dublin 17. Our relationship with Northside Partnership has allowed us to connect with the different organisations in our local area and share our experience. Additionally, we receive ongoing support in relation to sourcing and applying for funding through the services of the Community Grantwriter, Ceire Sadlier. This is a hugely valuable service for local community and voluntary groups who often struggle to identify and access suitable funding for their programmes. We look forward to further developing our relationship with the Northside Community Forum and the Northside Partnership in the coming years.”

- Lucy Jago, The Migraine Association of Ireland

GOVERNANCE TRAINING

The voluntary sector's obligations in terms of the governance code were driven home in 2016 in the wake of charity scandals in Ireland. The size and capacity of voluntary and community groups and their boards in our catchment area are varied – and so is the awareness of and resources available to start and complete the 'governance code journey'.

In response to this, our Local Development Team has continued to offer different types of governance training – formal workshops, cluster meetings and one-to-one meetings.

Working with Board Match (national organisation promoting the development of non-profit boards) and other governance experts, Northside Partnership has been able to raise awareness of good gover-

nance, regulatory duties of local community groups and stimulate interest in matching new members to local boards.

Governance is a word more commonly used than ever. The understanding and will is there. However, resources in our community groups are stretched to breaking point and the ability to commit staff and board time to completing each stage of the code without in-house expertise or extra income is a huge challenge which slows down progress towards completion.

Northside Partnership continues to work in consultation with groups to identify and implement accessible, applicable training and support that will help organisations with good governance, and attract and retain suitable board members.

MEN'S SHEDS

The Men's Sheds movement continues to flourish nationally and locally. The sheds are important resources for the community where men can socialise, learn new skills leading to a positive impact on their own wellbeing and success, as well as for their families and wider communities. Though the idea behind the formation of each group is to maintain and improve their well-being on their own terms within their own communities, each group remains autonomous. There is significant diversity in terms of the members, the activities and the resources within each group.

Northside Partnership has worked with 6 men's sheds this year to support them individually, as well as to create opportunities for the groups to come together to share and discuss ideas and concerns. At a

Men's Network meeting in September, the main issues emerging included lack of security in terms of premises, the cost of insurance and general funding.

The majority of groups meet at spaces allocated to them by local community organisations. While the groups are appreciative of the support from the community to facilitate their meetings, the spaces are often unsuitable, very limited in terms of time slots and are short-term arrangements.

This limits the activities and planning that can be done by each men's shed. Northside Partnership has supported the groups by researching and connecting the men's sheds with possible alternative premises, arranging and providing space for training (e.g. computer) and exhibitions.

Northside Partnership works to highlight these issues with relevant stakeholders to increase the sustainability of the men's sheds movement in our catchment area.

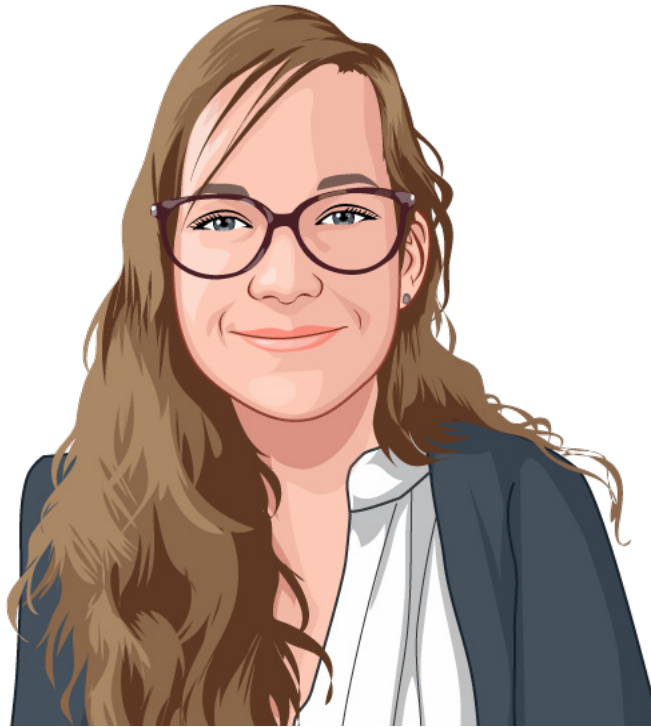
COMMUNITY GRANTWRITER

One of the major challenges that community groups in our area face is accessing funding. Many larger charities in Ireland have specific staff assigned to the area of fundraising. In this area, it is more common that programme and management staff are tasked not only with implementation and front line services, but also researching funding opportunities and applying for grants - which may not be an area that they are experienced in.

Northside Partnership is delighted to bring the Community Grantwriter role - a joint initiative with St. Stephen's Green Trust, into the area in response to this capacity gap.

The Community Grantwriter provides free, confidential services to community groups in the Northside

Partnership catchment area to help to build capacity around accessing funding.



- **Ceire Sadlier**, Community Grantwriter

“We have received fantastic help and assistance from the community grants writer in the northside partnership. She has been so helpful in assisting me when writing up proposals for grants that I am applying for and I am very grateful.

She also sends regular emails informing me of where I can apply for community grants that I would not have known or heard about so this is all very much appreciated and needed. I do hope that this service will still apply in the future as it is a great support.”

- **Lisa McMahon**, Moatview Early Childhood



Northside
Partnership



HEALTH

HEALTHY COMMUNITIES

Inspired by the World Health Organisation's Healthy Cities Network, Northside Partnership's Healthy Communities Initiative brings people from various communities, organisations and statutory bodies together to create local Healthy Community Plans.

The 2016 census showed that within our catchment area, people feel they are less healthy than the national average. Health is a broad concept beyond the physical. Some of the issues that participants felt were important to them were mental health and environmental sustainability.

This year, the programme engaged with a wide range of people and facilitated exciting collaborations between organisations.

In June, Northside Partnership's Young Community Leaders teamed up with ECO-UNESCO and Kilbarack Youth project to take part in two days of training around sustainability, healthy living and environmental awareness.

LÁMH (Learning About Mental Health) kicked off in September by a group of Young Community Leader graduates who formed a committee to organise activities aimed at raising awareness of positive mental health and wellbeing in our community.

We also rolled out a highly rated intergenerational programmes mixing younger and older people through a digital learning course giving by 11 young volunteers who gave a 6-week course to older people in how to use their

mobile phones, tablets and laptops.

Physical and mental health was promoted through youth active programmes, conversation salons for staff and local community groups and stress control workshops for clients.

Through the Healthy Communities Initiative, Northside Partnership worked with the HSE and Dublin City Council to identify local infrastructural barriers to health such as secure, clean walking routes and green spaces.



Healthy Food Made Easy participant receiving their certificate

HEALTHY FOOD MADE EASY

Convenience and low prices make choosing processed meals and junk food an easy option for families. The thing is that eating delicious, nutritious food on a budget is not as hard as it seems! Our Healthy Food Made Easy programme provides fun, accessible workshops on cooking healthy, inexpensive meals.

The course is celebrating its 10th anniversary this year, with a total of over 4,000 participants since 2006.

The courses are peer led and take place in our offices in Kish House, Kilbarack as well as in a variety of community-based locations. As well as individuals, the course is run for groups which include, but are not limited to Parents' groups, Youth groups, People who use HSE services, Older peoples' groups

In 2016, we ran 38 courses with 412 people taking part in the six-week programme.

88%

of participants said that they had changed their cooking habits as a result of doing the course

- 40% of participants were under 20 years old
- 77% of participants said they are cooking more home cooked meals than before
- 88% said they changed their cooking habits
- 80% said they have increased their fruit and vegetable intake
- 97% said they enjoyed the course

Testimonial:

“I was interested in learning how to cook better meals at home. I saw the leaflet for Healthy Food Made Easy around the place and decided to sign up. I loved the course and I am still using all the recipes, still making the soups and stews.

I learned a lot about nutrition, reading labels in shops for things like sugar content.

I definitely feel healthier now. Another thing I really enjoyed about it was the social aspect, it was great.”

– Paul Gleeson, Donaghmede

SMOKING CESSATION

There are now as many ex-smokers as there are smokers in Ireland - which is great news. Northside Partnership is delighted to be part of this movement which has seen thousands of people nationwide become quitters with the support of HSE funded programmes.

Our service, which is run by two lay advocates, focuses on neighbourhoods in the Dublin 5 and 17 areas. The service moved out of Darndale where it was originally based to cover the Northside Partnership catchment area. By December of 2016, the advocates had made contact with 349 potential clients, and went on to support 186 clients on their quit journey. The majority of these clients were from the Dublin 17 area and fell between the ages of 20 and 75.

The multi-faceted, holistic approach includes provision of information about smoking, distribution of promotional literature, giving clients support tools, information leaflets and teaching them relaxation techniques such as 'Deep Breathe' (HSE strategy).

Working with local health providers such as GP's, hospitals, local health clinics and pharmacies, the service was able to expand into local neighbourhoods that had not previously been engaged with.

We Can Quit - this HSE supported programme was run by the Smoking Cessation team with 23 people registering and 6 still 'quit' after 6 months (26%)



Smoking Cessation clients celebrate milestones on their “Quit” Journey

“It has taken me 34 years to quit smoking. It was nice to go to the services each week, the staff took me through everything. Just to hear that there were other people out there trying to quit too - I didn't feel alone. It was tough at first - what helped the most was the carbon monoxide check each week because I could see my carbon monoxide going down. I can now run around and have fun with my grandchild and I had more money in my pocket from quitting I went on my first foreign holiday in nearly 27 years last year. I would say to anyone its never too late.”

- Louise, Age 58, Kilmore



Northside
Partnership



CHILDREN & FAMILIES

CHILDREN AND FAMILIES

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 (ABC) 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

This year a spotlight has been shining on prevention and early intervention in Ireland with thanks to exciting results from a study of Preparing for Life's Home Visiting Programme, the rolling out of Triple P positive parenting as a community wide programme (coupled with increased popularity of the programme nationally).

Antenatal care, baby massage and breastfeeding initiatives continue to pick

up pace in terms of attendance and Preparing for Life's reputation as a leader in prevention and early intervention in Ireland, and globally.

Preparing for Life also faced a period of significant transition as Noel Kelly, PFL Manager, moved on to take up a role in Tusla Child and Family Agency. Noel, who joined Northside Partnership in 2002 as Education Manager and went on to set up the groundbreaking Preparing for Life programme, had a major role in the setting up and success of the programme and is missed not only by his Northside Partnership colleagues but the wider stakeholder community.

The success of 2015's first ever pilot of the PAX Good Behaviour Game in Irish classrooms (Preparing for Life, Northside Partnership and the Midlands Area Partnership) under the guidance from the PAXIS Institute, Arizona demon-

strated the demand of the programme, in which 186 teachers trained in 2016.

The Home Visiting Programme garnered international attention with the results from The Geary Institute study (discussed below) and continued to support 166 families this year.

Preparing for Life's multi-disciplinary approach to supporting families continued with a focus on Early Years Settings – focus on oral language development, the arts, professional practice and transition to school, as well as achieving close to a full-reach within the Northside Partnership through the Schools Programmes.

2016 has been a huge year for Preparing for Life as the finding from the random control trial research project of the original 200 Preparing for Life families since 2008. The research by the Geary Institute in UCD confirmed overwhelmingly

positive evidence that the programme has had a positive impact for the children and families that participated. These exciting findings were celebrated with an Academic Conference and Community Celebration.

KEY FINDINGS - HOME VISITING PROGRAMME RESEARCH

Smarter children:

- By age 4, there was a 10 point IQ gap between the children who received the PFL programme and those that did not
- Only 13% of children in the programme scored below average on this standardised test compared to 57% of children who did not receive the programme

Healthier children:

- At age 4, PFL children are less likely to be overweight
- Children in the PFL programme are more likely to consume their recommended daily allowance (RDA) of protein at ages 2,3 and 4

- Children are less likely to visit hospital for urgent reasons, to experience fractures or to have visited commonly **accessed outpatient departments**

More pro-social children:

- At age 4, just 2% of PFL children had behavioural problems compared to 17% of children who didn't receive the programme
- Teachers considered 75% of PFL children to be on track in terms of their social competence compared to 57% of non-PFL children
- 79% of PFL children were on track in their communications skills compared to 61% of non-PFL children

Ready for learning:

- Children in the PFL programme were more likely to be ready for school when they first joined Junior infants (67% compared to 59%)
- Children in the PFL programme had better numeracy skills – teachers rated 62% of PFL children as on track in their ability to do basic maths compared to 44% of non-PFL children

What's happening at home?

- Mothers taking part in Preparing for Life are better prepared for birth and less likely to have a Caesarean section

- Home learning environments are more positively encouraging of child development
- Parents are less likely to engage in a permissive parenting style, find it easier to discipline their children and to follow through on disciplinary practices
- PFL children have more developmentally positive screen time habits. For example, at age 3 they spend less time watching TV and at age 4 they spend less time watching television by themselves

“One of the greatest challenges to the Preparing for Life programme is the lack of assurance around funding. The current funding is guaranteed up to mid-2017, and continues to be negotiated on a year-to-year basis. This presents significant difficulties in the rolling out of the programme, as the team are unable to make plans beyond the short term, and the lack of clarity about the continuation of the programme is damaging to the relationships with the community with whom we work. There are further challenges around recruitment of participants and staff.

Preparing for Life continues to work with other ABC Programme members and explore opportunities to secure long-term funding for the programme.”

- Paul Rogers, CEO



Preparing for Life Family



Northside
Partnership



AND ...

LOCAL AREA COORDINATOR

Local Area Coordinator for People with Disabilities

Northside Partnership Local Area Co-ordinator for People with Disabilities is an 18 month programme that began in January 2016 in collaboration with the HSE and Pobal. The role has been created in line with the HSE's New Directions 2012-2016 to enable Northside Partnership to provide supports to people with disabilities to "live their lives in accordance with their own wishes, dreams, aspirations, needs and abilities".

The Local Area Coordinator provides a one-to-one person-centred support service for people with disabilities and autism and their families. We work with people who have self-referred or been referred by the Department of Social Protection and Employment, the HSE, the Depart-

ment of Education and local community groups.

The Local Area Coordinator links in at a national level with a number of disability-focused organisations including National Learning Network, Middletown Centre for Autism and As I Am.

This 18 month initiative aims to support 75 individuals and 50 community groups, agencies and networks. In the first year, the focus was to establish the role and develop relationships with key stakeholders.

One of our clients, a 54 year old with Autism Spectrum Disorder was referred to the Local Area Coordinator for People with Disabilities as he was long-term unemployed and struggling to re-enter the labour market. He had this to say about the service:

Testimonial:

"The Local Area Coordinator (for people with disabilities) changed my life. She understood ASD and my anxiety issues, being on the spectrum herself. She focused on what was holding me back and how to overcome these barriers. She knew of so many services and courses available in the area. She believed in me when no one else did. She let me follow my passion and she was always there for me. I felt supported and understood and she listened to me."

STEPS

STEPS (Steps to Excellence for Personal Success)

Having worked with people in our community for 25 years, one issue comes up time and time again as being a barrier to progress and that is lack of confidence and tools to set and achieve life goals.

To address this, Northside Partnership runs a series of STEPS courses, with 109 participants completing the course this year, including clients from Local Employment Services and Tús as well as parent's from the Education team's Challenger programme.

Composed of six modules over two weeks, topics include how the mind works, who do we listen to, and understanding change. Participants learn how to recognise areas where change is desired and set goals to

help achieve them.

"Humans are creatures of habit, and we ask, what difference would it make if I changed?" Adrienne Hayes, course facilitator explains. 'The aim of STEPS is to take control of what goes on in our heads with effective thinking skills.'

Encouraging people to think well of themselves is the central message of the Pacific Institute's (PI) personal development programme. The modules help build confidence across 12 units. These are delivered by PI facilitators and Northside Partnership's Tus team in a relaxed group setting.

During the half-day modules participants enjoy interactive discussion, personal reflection time, short videos and activities using a wide variety of learning

styles. The programme has been implemented across organisations around the world.

Participants are taught to recognise scotomas (or blindspots, which can block personal growth), write personal affirmations and set goals for a better future. Following completion of the course, participants speak of higher levels of motivation, and insights into how their mind works.

Marie Keating, 53, took part in a STEPS course at Kish House in August. The former cruise ship worker and grandmother said,

"Goals can be set in any area of your life and you can achieve anything. The course has given me the confidence to lose weight. I would recommend STEPS to anyone."

Also taking part was a Tus participant Keith Walsh, 28. He said,

"I found this programme especially useful since I wish to train as a fitness instructor. The visualisation techniques really help you focus. Doing STEPS has definitely empowered that."

Adrienne Hayes says that the programme can be meaningful for anyone who wishes to make a change in their life.

"If I think there are no jobs out there, what does that do?" It stops you looking. But if we make positive vows and give the mind instructions, positive change is really possible."

109
people completed the
STEPS Programme

WORKING WITH BUSINESSES

Since its inception, Northside Partnership has made the link between business and the community. In the early days, the organisation brought together businesses, communities and government representatives in a series of breakfast meetings in order to forge mutually beneficial relationships.

Northside Partnership continues to work closely with local, national and international businesses to connect them to people, organisations and communities in our catchment area. Twenty five years on, small and large companies have so much to offer in terms of employment and education opportunities, capacity building, knowledge sharing, volunteering, financial support and more.

In the last year we have worked closely with a number of companies including Cadbury (Mondelez), Acumen Trust and JP Morgan whose contribution to Northside Partnership and the wider catchment area has been extremely valuable.

J.P.Morgan

***“J.P. Morgan’s foundation mission is to help create more widely shared prosperity through the economic and social mobility of people in our communities.*”**

Staff within J.P. Morgan are always been keen to engage in a meaningful way as it helps build relationships between local businesses and community groups located on the Northside of Dublin.

Having been previously located in Northern Cross, JP Morgan staff have developed a connection to Dublin’s northside. Through our CSR work, we aim to work at grassroots level with organisations with stretched resources. By working with Northside Partnership, we have been able to connect with small, local organisations and create sustainable links.”

- Jonathan Jones, JP Morgan Dublin



Northside
Partnership



GOVERNANCE & FINANCE

GOVERNANCE

Northside Partnership is a company limited by guarantee with charitable status. It is run by a voluntary Board of Directors drawn from a number of sectors. It is subject to detailed written guidelines covering policy, procedure and financial management. In addition to independent financial auditing the Northside Partnership is subject to internal audits by each of its funders.

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 current Sub-Committees include:

- SICAP
- Employment & Enterprise
- Local Development
- Finance & Administration
- Preparing for Life
- Strategy
- Audit
- Board Appointment
- Audit Committee
- Education Special Fund

Membership of the sub-committee is drawn from the Board of Directors with individuals with expertise co-opted in an advisory capacity.

The role of sub-committees is to inform policy at board level. They also have responsibility for ensuring that company policy is adhered to.

The board met nine times during the year, with the company AGM taking place on November 11th, 2016. Pamela Meates replaced Odran Reid as Company Secretary. During the year John Daly, Deirdre Harte, Declane Cahill, Sheila Marshall and Liam Barry resigned, while Fiona Nolan and Karl Tooher were appointed.

Board Membership as of December 2016:

Chairperson: Lorcán hÓbáin, IBEC

Company Secretary: Pamela Meates

Directors:

Rose Wall
Mary Hickie
John Carr
Larry O'Toole
Tara O'Reilly (appointed February 2016)
Ratislav Blazek
John Daly (resigned October 2016)
Dave Dinnigan
Anita Whelan
Nessan Vaughan
Deirdre Smyth
John Lyons (resigned July 2016)
Deirdre Harte (resigned February 2016)
Declan Cahill (resigned October 2016)
Sheila Marshall (resigned February 2016)
Liam Barry (resigned February 2016)
Alison Gilliland
Fiona Nolan (appointed October 2016)
Karl Tooher (appointed October 2016)

FINANCE

Northside Partnership CLGM / Financial Report 2016

Statement of Comprehensive Income for the financial year ended 31 December 2016

Northside Partnership Company Limited by Guarantee

Income & Expenditure Account for the year ended 31st December 2016

	2016	2015
	€	€
Income	6,567,148	7,270,569
Expenditure	6,572,715	7,602,834
Surplus(Deficit) for period	(5,525)	(322,130)

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

Northside Partnership Company Limited by Guarantee

Balance Sheet as at 31st December 2016

	2016	2016	2015	2015
	€	€	€	€
Fixed Assets				
Tangible assets		124,534		126,590
Current Assets				
Debtors: amounts falling due within one year	257,283		241,155	
Current asset investments	507,811		507,811	
Cash at hand and in bank	1,393,871		1,783,310	
	2,158,965		2,532,276	
Creditors: amounts falling due within one year	(790,937)			
Net Current Assets		1,368,028		1,371,920
Capital Grants		(16,909)		(25,364)
Provisions for liabilities				
Other provisions	(29,880)		(21,848)	
		(29,880)		(21,848)
Net Assets		1,445,773		1,451,298
Capital and reserves				
Profit and loss account		1,445,773		1,451,298
Shareholders' funds		1,445,773		1,451,298