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# thrive!

VOSCUR'S MAGAZINE SUPPORTING VOLUNTARY & COMMUNITY ACTION

Voscur works to support and develop a thriving, effective and influential voluntary, community and social enterprise sector in Bristol. Voscur offers a range of services including:

- Training
- Community learning
- Funding support and advice
- Information Service
- Representation on strategic partnerships
- Children & Young People's Organisations Network
- Equalities Network
- ICT support service
- Briefings and events on a range of local & national issues

Become a Voscur member - go to [www.voscur.org/joining](http://www.voscur.org/joining) for more details on benefits and membership fees (bursaries are available for low income groups) or phone the Voscur office on 0117 909 9949.

## VOSCUR EVENTS IN SEPTEMBER AND OCTOBER 2008

### TRAINING & LEARNING

#### Children & Young People's Commissioning Seminar (free)

Thursday 4 or Tuesday 9 September  
see page 17 for full details

#### NVCO Sustainable Funding Introductory Workshop (£30)

Tuesday 16 September (9:30am-4:00pm)

#### Proposal Development (£55 / £75 / £125)

Tuesday 30 September (10:00am - 12:30pm)

#### Have Your Say! (free)

Wednesday 1 October (9:30am - 3:30pm)

#### Dragons' Den - Pitching Your Proposal (£35 / £55 / £75)

Tues 14 October (10:00am - 12:30pm)

#### Who's the Council anyway? (free)

Tuesday 14 October (2.30 - 6.00pm)

#### Boards Without Barriers (free)

Weds 15 October (9:30am - 3:30pm)

For full details on these Voscur events see the training and learning insert with this issue of Thrive! To book a place or find out more visit [www.voscur.org/training](http://www.voscur.org/training)

### FORUMS AND NETWORK MEETINGS

#### Voscur Network Meeting in central Bristol

Wednesday 10 September  
(6:00 - 8:00pm)

The Terrace Room, 43 Ducie Road,  
Barton Hill, Bristol BS5 0AX

#### Neighbourhood Partnership Residents' Forum

Tuesday 23 September (2:00-5:00pm)

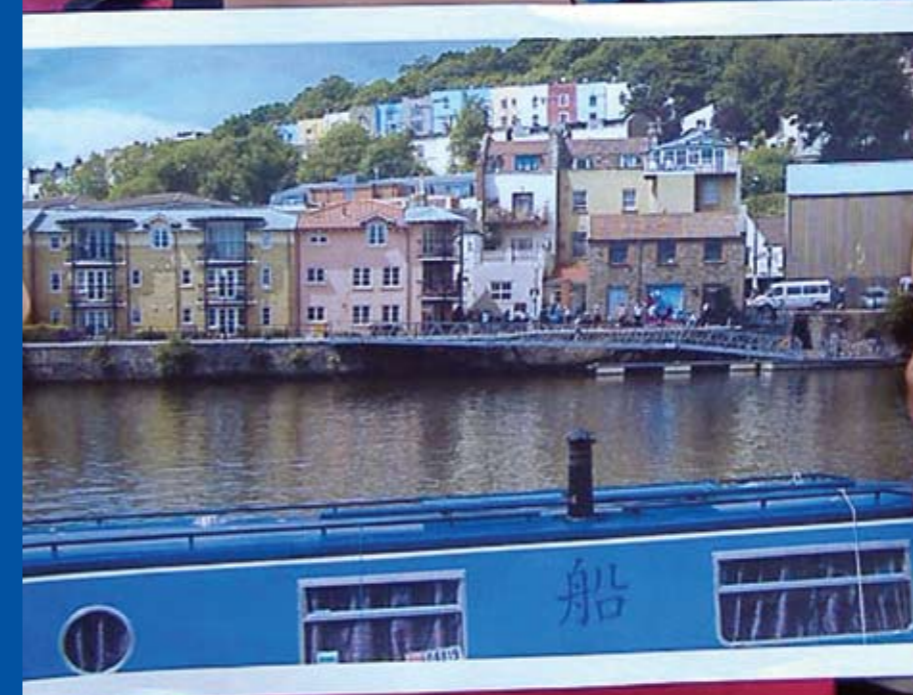
The Council House, College Green,  
Bristol, BS1 5TR

#### Voscur Annual Conference and Annual General Meeting

Thursday 2 October (10:00am-2:00pm)  
see page 7 for full details

#### Celebrating Age Festival

Saturday 4 October (10:00am-4:30pm)  
The Council House, College Green,  
Bristol, BS1 5TR



## INSIDE VOSCUR'S NEW LOOK MAGAZINE

Commissioning explained  
The Voscur's - nominations announced  
Rape Crisis Centre for Bristol  
Celebrating Age Festival  
Current campaigns  
Diversifying your board  
Cycle to work scheme  
Funding  
Community groups legal advice service  
Baggator  
New Voscur Training  
Local Involvement Networks  
Vox pops



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**Why not advertise?**

Special discounts for Voscur members!  
Deadlines for November 2008 Thrive!:  
6 October 2008 for ads, 22 October 2008 for flyers  
Details of prices at [www.voscur.org/magazine](http://www.voscur.org/magazine)  
or phone Polly Stewart on 0117 909 9949

Thrive! is available on disc. Please contact the office if you would like to receive your Thrive! this way. The newsletter is also available online as a pdf at [www.voscur.org/magazine](http://www.voscur.org/magazine)

**Disclaimer:** some of the views expressed in this publication are those of individual contributors and do not necessarily represent those of Voscur. Publications, events and services mentioned in Thrive! are not necessarily endorsed by Voscur.

# VOSCUR - HELPING THE SECTOR TO THRIVE!

Welcome to Thrive! - Voscur's new look magazine that will indeed help Bristol's voluntary, community and social enterprise sector to thrive.



Wendy Stephenson - Chief Executive

We have listened to your suggestions for improving our newsletter, and this is what we have come up with - we hope you like it.

You told us that you use the Voscur newsletter as a useful reference; the information is reliable and helpful; the funding information is exceptionally useful; you pass around articles to other people; you scan the content and read key items; and you have regretted missing items that you haven't read immediately.

However, you felt it could look better and be easier to use.

So - we are proud to introduce Thrive!, still containing all of the useful information that we know

you want from us, but in a full colour, easy to navigate style. We hope these improvements help you to get more out of the magazine.





The magazine is only one of Voscur's information services. The articles will signpost you to further resources on the web and our weekly ebulletins will give you the latest news, tell you what's happening around the sector week by week and link you to job opportunities.

Neighbourhood Partnership ebulletins will tell you about the development of your local Neighbourhood Partnership and how to get involved, and Children and Young People's ebulletins will keep you up-to-date with what's new for Children and Young People's groups in Bristol. And hear about new training and learning opportunities with the bi-monthly Training and Learning bulletin. To sign up for any of these services contact the Voscur office on 0117 909 9949, email: [info@voscur.org](mailto:info@voscur.org) Many of you who have used Voscur's information services or written articles for our newsletter, will have come into contact with Sophie Mellor. You may not know that in Sophie's other life she is

a member of Plan 9, a group of radical local artists. Sophie has decided to pursue her other career as an artist and will be leaving us to take up a Curatorial Residency at Art Gene, an arts organisation in Barrow-in-Furness from September.

We are very sorry to be losing Sophie, she has been the driving force behind our information services - and eventually led us into the 21st century with the production of our new magazine Thrive! Thanks Sophie and Good Luck!

## KEY TO SYMBOLS

-  **Equalities Article**
-  **Training**
-  **Resources**
-  **Event**



(be) programme attendees

Gypsy and Traveller Awareness training

Energy Performance Certificate

### WHAT DO YOU WANT TO (BE)?

#### The (be) programme!

An innovative new personal development project run by Voscur and Learning Communities will begin this autumn. The (be) programme aims to challenge and raise people's aspirations for themselves, their families and their communities.

#### Who is (be) for?

People aged from 19 to 99 years old and above who have low or no qualifications (below 4 GCSE's or equivalent).

#### How is it delivered?

Through a flexible 20-hour course, delivered in a way that best suits those taking part.

#### How can you be part of the (be) project?

If you want to know more please contact Hannah Parker at Voscur on 0117 909 9949 or **email:** [hannah@voscur.org](mailto:hannah@voscur.org)

### COMMUNITIES HAVE THEIR SAY

Voscur's Equalities and Human Rights Commission (EHRC) project is underway! We are offering specific communities a chance to find ways in which they can get their messages across to service providers and wider communities.

Those we are working with include:

- Single parents in partnership with Single Parent Action Network.
- Gypsies and Travellers in partnership with the Gypsy and Traveller team, Bristol City Council (BCC).
- Somali women parents in partnership with Hannah More School and BCC Community Development.
- Refugee women in partnership with Refugee Women of Bristol.
- Bristol Lesbian, Gay and Bisexual Forum.

We have run extremely successful events with the first two groups, where they discussed barriers and pathways to equality. This information will be shared with service providers and community groups at an event in February.

### VOSCUR TRAINING ON NEW LAW FOR BUILDINGS

The European Performance of Buildings Directive requires that all new buildings over 50 square metres display Energy Performance Certificates (EPCs) from 1 October 2008. An EPC must be provided each time a building is constructed, sold or rented out.

Public buildings over 1000 square metres, occupied or part-occupied by public authorities, and owned by the local authority (or by institutions or organisations providing public services), will require a Display Energy Certificate (DEC). The DEC will provide the building with an energy rating from A-G that will have to be updated annually, unlike the EPC, which will last for 10 years.

Voscur is running a free session Auditing your Building for Energy on Wednesday 3 December at the Southville Centre. Go to [www.voscur.org/training](http://www.voscur.org/training) to find out more and to book on.

# 'THE VOSCURS' CELEBRATING THE SECTOR

The 'Voscurs' are a new award to celebrate the fantastic and innovative work done by the voluntary, community and social enterprise sector in Bristol. Nominations have been coming in thick and fast, and we can now announce the nominations (in no particular order) for each of the five categories:

## THE COMMUNITY VENUE OF THE YEAR

The Vassall Centre  
Wellspring Healthy Living Centre  
The Withywood Centre  
The Pickle Factory  
Trinity Community Arts

## THE 'I WILL SURVIVE' AWARD

St Werburghs Community Centre  
BREAD Youth Project  
Serenity House, Recovery Dynamics  
Trinity Community Arts  
St Vincents Housing, Learning & Guidance  
St Pauls Afrikan & Caribbean Carnival Committee

## THE MOST INNOVATIVE / ENGAGING PROJECT

Lockleaze Voice  
Refugee Action  
Bristol Community 93.2fm  
Trinity Community Arts  
Bedminster Area Housing Committee  
Neighbourhood Renewal Learning Plan (Voscur)  
Fairbridge West  
Clover House  
PiPa Steering Group

## THE 'THANKS FOR SUPPORTING THE SECTOR' AWARD

John Bos – Community Buildings Officer, Bristol City Council  
Sally Oldfield – Local Nature Reserves Officer, Bristol City Council  
Bristol East Side Traders (BEST)  
Claire Teasdale – Arts & Festivals Officer, Bristol City Council

## THE MOST ACTIVE COMMUNITY ACTIVIST

Faaduma Mohammed  
Shobha Das  
Rowan Matthiesson  
Jenny Streader Goffman  
Richard Curtis  
Alex Milne  
Mohammed Elsharif  
Margaret Castle  
Sally Caseley  
Tony Hicks  
Paulette North  
Ricardo Sharry  
Ben Barker  
Claire Stern  
Maryanne Kempf  
Kai Paulden  
Tony Lewis  
Axmed Ciise Cawaale  
Angela Piccini  
Steve Pearce  
Peter Bullard  
Farooq Siddique

Further details on all the nominations can be found on Voscur's website at [www.voscur.org](http://www.voscur.org)

## AND THE WINNER IS...

The winners will be announced at Voscur's Annual Conference on 2 October 2008. Details on the conference can be found opposite.

# THRIVING OR SURVIVING?

ENVIRONMENT FOR A THRIVING THIRD SECTOR

## VOSCUR'S ANNUAL CONFERENCE

Thursday 2 October 2008, 10am-2pm  
The Greenway Centre, Doncaster Road, Southmead, Bristol, BS10 5PY



Voscur has commissioned local photographer, Lisa Ravensfield, to take images of landmarks in each of the 14 Neighbourhood Partnerships across Bristol. The photos form part of Voscur's Annual Review and Wall Calendar - pick up your copy at the Voscur Annual Conference

### Speakers:

CLlr Helen Holland, Leader, Bristol City Council  
Jan Ormondroyd, Chief Executive, Bristol City Council

### Workshops:

- National Association for Voluntary and Community Action - mapping commissioning across the country
  - Media Trust - promoting your organisation
  - Pro-Help - professional firms supporting community groups
- British Association of Settlements and Social Action Centres (bassac) - brokering partnerships

### Plus:

Free lunch • Networking • Voluntary, community & social enterprise sector information stalls  
Voscur Board member election • Collect your free 2009 Voscur Calendar

### And:

Find out who has won the first 'Voscurs' Awards for:  
Most Active Community Activist • Community Venue of the Year  
Most Innovative / Engaging Project • The 'I Will Survive!' award  
'Thanks for Supporting the Sector' award

### To book your place:


Visit [www.voscur.org](http://www.voscur.org), call 0117 909 9949 or email: [polly@voscur.org](mailto:polly@voscur.org)

**COMPACT UPDATE**

The Compact Funding and Commissioning group met on 1 July to review the responses to the consultation on the funding guidance that had been in circulation for the previous 12 weeks.

We now have commissioners as members of the group, who bring in a broader public sector perspective. Public sector partners will pair up with voluntary, community and social enterprise (vcse) sector partners to rewrite the document over the summer, so that they can report back to our next meeting in early September.

The group agreed that the guidance needs to be clearer, so we will redraft the definitions of grant funding, commissioning and procurement, so that everyone agrees and understands them. We need to make sure that our concerns around size of contracts, protecting grant funding and

 To read full minutes of the meeting go to [www.voscur.org/compact](http://www.voscur.org/compact). If you would like to find out more about this group, please contact Polly Stewart, email: [polly@voscur.org](mailto:polly@voscur.org)

supporting the local vcse sector, are all addressed in the guidance.

**Jargon Buster:** The Compact is an agreement between voluntary and community organisations and statutory agencies across the city that aims to improve the way we work together.

**CAMPAIGNING ACHIEVES CRUCIAL SUPPORT FOR WOMEN**

It has been recognised that the Bristol Hate Crime Strategy does not consider issues of gender. Yet many women and girls suffer sexual violence including rape and sexual assault; childhood sexual abuse and exploitation; trafficking; forced marriage; crimes in the name of honour; female genital mutilation; sexual harassment and stalking. Sexual violence is both a result and cause of gender inequality and it cuts across age, race, class, ethnicity, faith, religious belief, disability or sexuality. The effects can be physical and mental with long-lasting consequences, such as loss of confidence, depression and panic attacks. Some women attempt or commit suicide.

Meanwhile rape conviction rates are abysmally low, the national average staying around 5.6% in recent years, and in Bristol just over 4%.

Organisations such as Bristol Women's Forum and the Fawcett Society have been campaigning long and hard for better provision for women victims of rape. Bristol City Council recently made funding available to consult on a Rape and Sexual Assault Strategy 2008-11, and from this a Rape Crisis Service for the city is being established. It will provide support and information for survivors, families, friends and professionals, including:

- a confidential and independent woman only service
- a telephone helpline
- face-to-face support
- support groups
- counselling
- advocacy
- specialist trained staff and volunteers
- practical support - accompanying women to court, etc.
- email support and text messaging

If you are interested in being involved in the management of the project, or as a volunteer, **email:** [elainehutton33@talktalk.net](mailto:elainehutton33@talktalk.net)


 For further information please see the Women's Forum website at [www.bccforums.org.uk/women](http://www.bccforums.org.uk/women)



John Savage, new Chair of the Bristol Partnership

**REPS ELECTIONS ON HOLD FOR NEW BRISTOL PARTNERSHIP**

Voscur reps met in early June to prepare their contribution to the Bristol Partnership (BP) workshop, chaired by Simon Bale (Chair of the BP) and Jan Ormondroyd (Bristol City Council's new Chief Executive). The future structure and functioning of the Partnership was discussed, including the delivery groups. The reps agreed that the re-launched BP should be strategic, innovative, accountable, resourced and an agent of change.

 Read the notes from the reps meeting at [www.voscur.org/representation](http://www.voscur.org/representation)

It's clear there will be significant changes both to the groups supporting the Partnership and

around the structure of the Board. As Thrive! goes to press the titles and final details of the new BP groups has yet to be finalised. In anticipation of these changes the Voscur Reps election scheduled for September/October has been postponed until the new structure is finalised. Look out for more details on the Voscur Reps election in the next issue of Thrive!

**Thanks Simon**

Voscur rep Simon Bale has chaired the Bristol Partnership over the past 12 months. Simon will be stepping down as Chair this autumn and John Savage from Business West will be taking the chair for the next 12 months. Thank you Simon for your hard work and commitment as Chair on behalf of the BP and the vcse sector.

**NEW OFFICE FOR SOCIAL ENTERPRISE WORKS**

Social Enterprise Works has moved to The Coach House, 2 Upper York Street, St Paul's, BS2 8QN.

They are sharing an office with their colleagues at the Co-operative Development Agency (part of BRAVE), so expect more

collaborative working in the future!

To find them, come into the BRAVE reception at the Coach House, or even better give them a ring first, to make an appointment.

They still offer free support to help set up/improve/develop a social enterprise, that is, an organisation that trades in some way to achieve social objectives. They can offer up to 3 hours of free dedicated face-to-face support with a social enterprise business adviser to help you start a social enterprise. They can also offer up to 1 hour of free support with a social enterprise adviser for existing social enterprises.

They are also available to take on paid work such as writing business plans, feasibility studies, project evaluations, facilitation and mentoring.

If you have an idea to develop, or some improvements/changes to make in your organisation, then contact Social Enterprise Works on 0117 907 0080, **email:** [sam@socialenterpriseworks.org](mailto:sam@socialenterpriseworks.org) or see their website for more detailed description of support they offer - [www.socialenterpriseworks.org](http://www.socialenterpriseworks.org)

## WILL GOVERNMENT DELIVER 'EMPOWERMENT IN ACTION'?

Shortly after the launch on 9 July 2008 of the new Government White Paper 'Real People, Real Power' setting out the Government's plans for community empowerment, Hazel Blears the secretary of State, Communities and Local Government spoke to 'Empowerment in Action' conference organised by the Municipal Journal.

Matthew Symonds from Voscur attended the conference, and has summarised the points raised by Blears in her speech:

"Empowerment is a good way to address the more complex challenges we face today, whether it's obesity or climate change - getting people to make (positive) choices themselves. People are capable of prioritising and making decisions if they are given the back up to do so.

People are not apathetic about political campaigns (Make Poverty History for example) but the formal procedures of democracy turn people off. Over half the people in London didn't vote even though there was a high profile campaign with big name candidates. We're introducing (in the White



Dr Colin Copus, senior Lecturer, Institute of Local Government Studies, University of Birmingham

Paper) a new duty on councils to promote democracy - I want to get to a point where local democracy is not a dirty word. I want the person who answers the phone in the local council to know about the democracy in which they operate and to be able to answer local people's questions such as when elections are and who runs the council.

The health of local democracy rests on getting the right people to be local leaders. We need more young

"EMPOWERMENT IS NOT CONSULTATION IT'S A GENUINE TRANSFER OF POWER FROM THOSE WHO HAVE IT - OFFICERS, COUNCILLORS, POLITICIANS, TO THOSE WHO DON'T"

Dr Colin Copus, senior Lecturer, Institute of Local Government Studies, University of Birmingham

people, more Black & Minority Ethnic people, more Disabled People and more women. Many of our councils don't reflect the communities they serve.

The impact (of the White Paper) will be judged over the next few years and not the next few months. If, in five years time, more people are voting; more people are having a say in decisions; and more people are coming forward to be councillors then it will have been a success".

Hazel Blears speaking at the Empowerment in Action Conference, 17 July 2008.

Read some of the questions asked by the conference attendees and Hazel Blears' response at [www.voscur.org/brispartnership/np](http://www.voscur.org/brispartnership/np)



Find out more about the Community Empowerment White Paper at [www.voscur.org/brispartnership](http://www.voscur.org/brispartnership)

### HAVING THEIR SAY AND DOING IT! OLDER PEOPLE IN BRISTOL

In the 2001 census 15% of Bristol's population were over 65 years - by 2028 this figure will rise to nearly 25%.

Bristol's Quality of Life for Older People strategy has been developed with Older People identifying things that they really want to see changed. Its five big ideas cover a number of key areas, including Older People being involved throughout all stages of planning the Celebrating Age Festival being held from 29 September to 4 October 2008.

### CELEBRATING AGE FESTIVAL

Last year's event attracted over 800 people and building on its success, this year's festival will be a week-long extravaganza. It aims to encourage Older People to get involved in a range of activities including dancing, IT sessions, and walking groups at various locations across Bristol. The final day will culminate in a celebration at the Council House (10am-4pm) engaging

Older People in discussions, workshops, theatre, arts activities, demonstrations, and entertainment.

The festival will offer something for the diverse range of Older People, whether finding out about how to get involved in a new activity, networking or their local services.



Information leaflets are available at local libraries and sports centres, or visit [www.bristol.gov.uk/celebratingage](http://www.bristol.gov.uk/celebratingage)

### GET INVOLVED - CURRENT CAMPAIGNS

You can currently influence the consultations taking place on:

- Anti -Social Behaviour Strategy 2008-11 (until 19 September 2008)
- Developing maternity and newborn services (until 17 October 2008)
- Evaluating webcasting of Council meetings (until 31 March 2009)
- New tenancy satisfaction survey (until 31 March 2009)
- Dog Warden Service Customer Satisfaction Survey 2008/09 (Until 31 March 2009)
- Pest Control Service Customer Satisfaction Survey 2008/09 (Until 31 March 2009)

Have your say and find out about these and many more consultations at:

[www.bristol.gov.uk/ccm/navigation/council-and-democracy/consultations](http://www.bristol.gov.uk/ccm/navigation/council-and-democracy/consultations)

You can currently support the following online e-petitions:

- Grove Woods, Blackberry Hill, Stapleton (Until 17 September 2008)
- Sefton Park School (Bishopston) unsuitable for expansion (until 21 September 2008)
- Better lighting and more police patrols on the cycle path (until 31 December 2008)
- Petition to add Bicycle Carriers/ Bike Racks to Bus Services in Bristol, as Part of 'Cycling City' Initiative (until 31 December 2008)
- Re-open Robin Cousins Centre as a priority (until 31 December 2008)
- No incinerator in Bristol (until 17 June 2009)
- Direct Democracy (until 1 July 2009)
- Save Summerhill Infant and Primary from amalgamation (until 1 July 2009)

Support these and other petitions or start your own at: <http://epetitions.bristol.gov.uk/>

## VOSCUR MEMBERS HAVE THEIR SAY

We asked a selection of Voscur members to give their views on the Government's recent White Paper on welfare benefits.

### We asked:

"The Government has released a new White Paper on welfare reform 'No-one written off: reforming welfare to reward responsibility'. The Government plans would see unemployment benefit claimants of more than one year carry out four weeks of community service, with those claiming for two years participating full-time. The work would include clearing litter and cleaning graffiti. Those not taking part would lose benefits. What do you think of the Governments proposals?"



"First of all the Government have got to make sure the jobs are out there for people to do with decent pay"

**Ann Hawker, member of Lawrence Weston Community Partnership**

"Maybe doing full time community service would be good preparation for full time work"

**Yasmin Rafique, member of Easton Community Partnership**

"It's got some merit. People get distant from the rest of the world if they do nothing. It might encourage them to do more".

**Pat Roberts, Bristol Older Peoples Forum (BOPF)**

"Yes they should do it. Maybe they should bring back national service".

**Eileen Hobbs, BOPF**

"Volunteering is being promoted increasingly as a good way of gaining experience, or regaining confidence to re-establish routines and skills needed to undertake a paid job. To insist on people taking

up community work, unpaid, in return for retaining benefits will undermine the concept of volunteering - that it is freely undertaken with the aim of benefiting individuals, groups or the environment".

**Paul Madine, Volunteering Bristol**

"I'm really up for people doing something for Job Seeker's Allowance if they can but there are lots of grey areas where people can't claim Income Support or Incapacity Benefit because they 'fall through the gap' due to things like mental health, a lack of understanding of their condition or the rules on what you can claim JSA for."

**Simon Bedding, Volunteer with British Trust for Conservation Volunteers**

These are a random selection of views from some of Voscur's members and do not represent the view of Voscur. If you'd like to join the discussion on this subject or start your own discussion, visit the Voscur e-forums at

<http://lists.voscur.org/forums/>

## BRANCH OUT TO BE MORE INCLUSIVE

A huge amount of volunteering takes place within groups that are led by volunteers. These groups can have a major impact on people's quality of life and living conditions, providing opportunities for democratic and grassroots participation. Whilst these groups usually operate very differently to larger voluntary organisations with paid staff, they can still be highly effective at what they do and successfully fulfil a community need that may not be met elsewhere. However, this does not happen easily and groups experience numerous challenges, not least the risk of becoming exclusive.

Recent research by the Institute for Volunteering Research revealed that such groups tended to rely on word of mouth or personal contact to recruit new volunteers to maintain their mix of skills and to ensure sustainability of the group. This could, however, risk excluding those outside the immediate social and professional networks of the existing volunteers and threaten the inclusiveness of the organisation.

This situation can be eased by ensuring volunteering opportunities are widely advertised. One of the best ways of doing



Volunteering Bristol took part in the Citizen's Conference 2008 at the Council House in July, organised by the City Council's Learning Communities Team. Volunteering Bristol gave a presentation on the benefits of volunteering as a way of gaining confidence and experience as a pathway to work.

that is through Bristol's Volunteer Centre. Groups can receive help in drafting their volunteering roles to attract a wider range of potential volunteers and match their needs with the skills, experience and goals of volunteers from different backgrounds through the Centre's database of volunteers. That database, together with the several thousand direct enquiries the Volunteer Centre receives each year from volunteers seeking placements, increases the range and diversity of people available to an organisation.



As well as advertising volunteering opportunities and offering advice about volunteer recruitment, Volunteering Bristol also offers guidance on volunteer management best practice and volunteering policy. Simply log on to the website [www.bristolvolunteers.org.uk](http://www.bristolvolunteers.org.uk) and go to downloads to register your organisation. Or phone 0117 989 7734 for more information.



## ON A MISSION TO COMMISSION

The Government's Improvement and Development Agency (IDeA) has been running training for public sector commissioners on commissioning services from the Third Sector.

Voscur was invited to the training event in Bristol to talk about Voluntary Sector Infrastructure Organisations. We took the opportunity to talk to commissioners from across the South West about the range of issues that our members are facing at the moment.

We told commissioners that there is much confusion in the sector about the commissioning agenda and were reassured to learn that commissioners were also confused. We all agreed that there is a need to build our knowledge and skills in this area, and that practice across the region varies.

A broad range of organisations are interested in commissioning but there are many organisations in the sector that are not. We must be clear about which areas of public service are viable for local voluntary, community and social enterprise organisations to deliver, and which groups want to engage with this agenda.

We need to think about the size of contracts; how can they be made manageable for local groups? Should smaller groups be working together to form partnerships and

consortia to bid for larger contracts? There is a potential role for Voscur in brokering partnerships or consortia to create strong local delivery partners, and an ongoing role for us in helping front-line organisations become credible, confident and competitive so that they are able to deliver high quality public services.

Organisations like Voscur and its members can provide vital information about gaps in service provision and emerging needs, and we need to know how we can contribute that information to the design of services.

Voscur talked about our work with Bristol City Council's joint commissioning unit delivering training sessions to voluntary, community and social enterprise organisations delivering services to children, young people and families in Bristol. These sessions have been very well attended and we hope to repeat some of these in the autumn.

Voscur reminded commissioners of the need to protect grants - some of the most important work is done at a very local level by smaller and newer organisations that have not

got the capacity to meet service delivery specifications, but who are addressing the needs of specific groups within the community, improving the quality of life for people and providing a sense of community and belonging.



Annie Hudson

### Commissioning developments in the Council

Annie Hudson, Strategic Director of Adult Community Care, is leading the work on developing a commissioning framework for Bristol City Council. We asked her to tell us about how Bristol City Council is approaching commissioning:

Bristol City Council recognises the need to strengthen its commissioning capacity - that is,

what we do and how we do it - since commissioning is a critical lever for driving better outcomes and performance improvement. We are seeking to do this in a number of ways, for example:

- Developing more internal coherence and consistency in how the Council commissions services, including jointly with other public bodies, notably the Primary Care Trust. We want to establish a clear framework, with clear principles and a shared language to support outcome focused commissioning, including from third sector organisations.
- Making sure that commissioning decisions are transparent, deliver value for money, support innovative and customer focused services, based on dynamic relationships with provider organisations to drive improvement .
- Supporting the development of a thriving third sector, including helping to build the capacity of this sector (indeed this is a key indicator in Bristol's Local Area Agreement). This is

important, especially in areas such as children's services and social care where the voluntary and community sector has a critical role in flexibly meeting the changing needs of Bristol's communities.

- Equipping those in commissioning roles to be skilled for strategic and service commissioning (and decommissioning when appropriate) within those areas for which they have responsibility.
- Using the opportunity of the organisational changes taking place currently in the Council to promote stronger and more effective commissioning.

Much useful work is taking place but there is much more to do. We will be seeking to work with key partners such as Voscur to make the emerging framework as simple and inclusive as possible. As chair of the Compact Steering Group, I will have a particular role in connecting the Council's evolving framework with the work of the Compact.

### HOW TO WIN TENDERS

4 December 2008 (9:30am-3:30pm)  
**Venue:** Barton Hill Settlement, 43 Ducie Road, Barton Hill, Bristol BS5 0AX  
**Trainer:** Janet Roberts - Tendering for Care

**Cost:** £75/ £95/ £145

This one day workshop will:

- Set out legislation and the tendering process.
- Explain how tenders are scored.
- Offer numerous hints and tips for successful tendering.

This course is for anyone who is interested in delivering public service contracts. Public sector partners are welcome to attend. More details at

[www.voscur.org/training](http://www.voscur.org/training)



Services to older people and young people are two areas of work that might be commissioned in the future

# THE COMMISSIONING CYCLE

Many people find the term commissioning confusing. However, in principle, it is a fairly simple concept. The Institute of Commissioning Professionals define commissioning as “a means of securing services that most appropriately address the needs and wishes of the individual service user, making use of market intelligence and research, and planning accordingly.”

The National Association for Voluntary and Community Action (NAVCA) Chief Executive, Kevin Curley, said: “This is a helpful definition. Local third sector organisations must make sure that they are involved in the early stages of the commissioning process so that local people get the social care, education, youth work and other services that they need”.

Commissioning is a transparent and equitable process open to influence from all stakeholders. It is useful to think of commissioning as a cycle. The diagram below shows the four key stages of the collaborative commissioning process, each with equal influence and importance:

### Analyse - Understanding needs

- Analysis of local needs and priorities including local statistics, service evaluation reports, community consultations, cases studies and anecdotal evidence.
- Mapping current services, strengths and weaknesses of current providers, gaps in provision.
- Identifying examples of good practice from elsewhere which can be adapted to the local context.

- Analysis of the resources currently available and agreeing future resource availability.
- Identify the risks involved in implementing change.

### Plan - Product design and outcome plan

- Resources are aligned and appropriate services are designed to meet the needs and fill the gaps identified.
- Development of a commissioning strategy which identifies clear service development priorities and specific targets for achievements.

### Do - Investment choices

- Commissioners ensure a mixed portfolio of services and providers to meet diverse needs.
- Includes purchasing or procuring new services and decommissioning those that do not meet the need.
- Does NOT exclude grant-making, which may be the most appropriate way to develop a service to meet an identified need.
- Manage the balance of service to reduce risk, deciding which services should be done in-house and which could be externally contracted.
- Analysis of service providers’ track record, evidence of meeting needs and the learning they can offer.
- Measures to ensure that services effectively and efficiently deliver priorities and targets set out in the commissioning strategy.

### Review - Performance Management

- Monitoring and evaluation involving tracking the progress of activities and outputs and the extent to which they have achieved the intended outcomes.
- Commissioner and provider agree the methods used for performance management, and the frequency of data collection to ensure robust

- data, which is used to improve future service delivery.
- Analyse changes in the identified needs, and the effectiveness of service models to respond to those needs.

The concepts in the middle box of the diagram are integral to all stages of the commissioning cycle. We generate evidence at each stage of the cycle, and customer or service user participation is key in understanding needs and planning outcomes to meet them as well as ensuring effective delivery and performance management. As we gather evidence we learn lessons and incorporate them into the design of the service so that it is constantly improving; hence innovation.

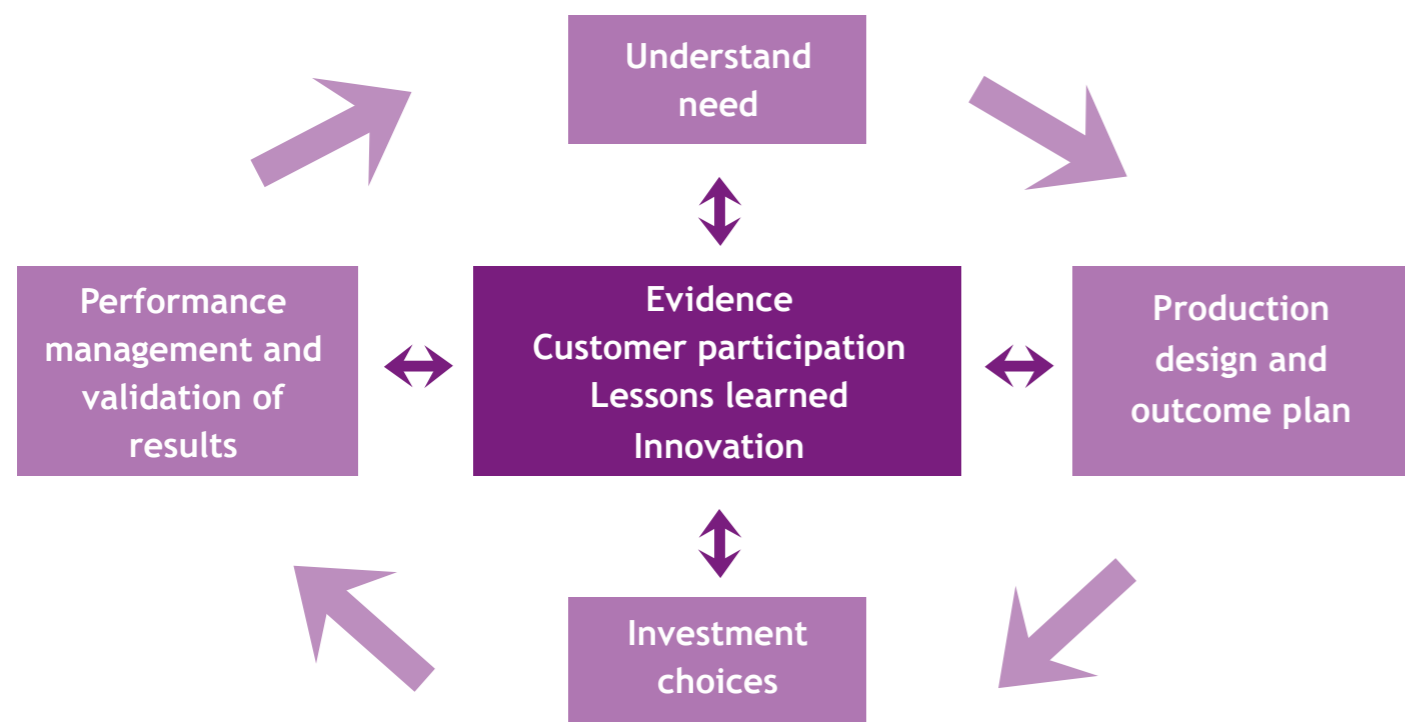
## TRAINING ON COMMISSIONING WITH CYPs

Voscur and the Joint Commissioning Unit in Children and Young People’s Services (CYPs) will be running the final free half-day training sessions for potential providers of Children and Young People’s services within the voluntary, community & social enterprise sector on the following dates:

- Thursday 4 September (9am - 12.30pm) at Windmill Hill City Farm, Philip Street, Bristol, BS3 4EA
- Tuesday 9 September (1pm-4.30pm) at the Gatehouse Centre, Hareclive Road, Bristol, BS13 9JN

For further information and to book onto these sessions go to [www.voscur.org/training](http://www.voscur.org/training) or phone 0117 909 9949.

## THE COMMISSIONING CYCLE



## WHAT IS THE VOLUNTARY AND COMMUNITY SECTOR PROJECT BOARD?

Voscur asked Gillian Douglas, Bristol City Council’s Equalities and Community Cohesion Manager to explain what the Council’s Voluntary and Community Sector Project Board is and what impact its work will have on the wider sector.

The Board was set up internally by the City Council to ensure a council-wide and consistent approach to communicating with and commissioning the voluntary, community and social enterprise (vcse) sector. The Board is chaired by Helen Ball, Head of Policy, Performance and Equalities, with all departments being represented by a senior manager. The Council realises that it needs to ‘get its house in order’ to ensure consistent and transparent processes across all services in terms of how we relate to the vcse sector.

Key areas of work for the Board are :

- 1) Developing our eProcurement portal for vcse sector organisations who can then register on the site and gain access to information about commissioning opportunities within the City Council. All vcse organisations currently contracted or grant funded will be registered by October 2008. We are training council officers to populate and use the site and will be launching the eProcurement portal in autumn 2008.
- 2) Lead funder model - we recognise that many groups

are funded from several sources within the Council and that we need to streamline link officer arrangements and monitoring systems to reduce bureaucracy and the number of services that the vcse sector has to report back to. Lead funder arrangements are now in place for 5 multiple funded organisations with a named officer co-ordinating a joined up approach to communication and monitoring.

- 3) Improving information sharing between departments about who and what we fund and making this freely available.
- 4) Developing a common understanding of what we mean by Full Cost Recovery and applying it consistently.
- 5) Keeping the vcse sector appraised of changes and improvements through the Compact Steering Group.
- 6) Ensuring we are working to improve the environment for a thriving third sector in Bristol (national indicator 7 and part of Bristol’s Local Area Agreement).



Gillian Douglas

- 7) Moving to a commissioning approach for vcse sector infrastructure support services that takes in to account the needs of the sector in Bristol and assists the Council and partners to meet its objectives for the city.



For further information about the eProcurement system or any other aspect of the Board’s work email: [gillian.douglas@bristol.gov.uk](mailto:gillian.douglas@bristol.gov.uk), tel: 0117 922 2664, or email: [keith.houghton@bristol.gov.uk](mailto:keith.houghton@bristol.gov.uk), tel: 0117 922 4746.



Graham Partridge

### COMMUNITY GROUPS LEGAL ADVICE SERVICE RETURNS TO BRISTOL

Thanks to grant funding from Bristol City Council (BCC), the Law Centre has been able to re-launch its Community Groups Legal Advice Service (which was last seen in 2004), with funding expected through until March 2010. The service is currently available on a part-time basis, and to Bristol groups only.

**What the service will offer:**

- Continued priority to small and emerging groups.
- Help with choosing and developing the appropriate structure.
- Help with completing forms and formal registration.

- Making changes to a constitution, or in the type of organisation.
- Advice on roles and responsibilities of management committee members and charity trustees.
- Some training, usually with a partner organisation.
- Signposting to other help if needed.

**What the service cannot offer:**

- Help to groups outside Bristol.
- Advice to organisations in their role as employers.
- Advice or work where a solicitor is required.

**Accessing the Service:**

- By referral through infrastructure bodies like Voscur, the Black Development Agency, The Care Forum or Social Enterprise Works, or from community professionals in the Primary Care Trust or Bristol City Council.
- Direct contact via dedicated telephone line or by email to the worker.
- A new leaflet for the service sets out fuller details.

**Graham Partridge, Community Groups Legal Advice Worker**

Avon and Bristol Law Centre, tel: 0117 924 8662  
**[www.avonandbristolawcentre.org.uk](http://www.avonandbristolawcentre.org.uk)**

### PROHELP - PROFESSIONAL SUPPORT

ProHelp is the largest provider of free professional support to local community and not-for-profit groups. Professional firms undertake one-off projects for groups which can include feasibility studies, structural surveys, legal, financial advice and property valuations.

**How to apply**

You will be asked to complete a simple application form to let ProHelp know what type of support you require. It may be necessary for you to meet with a representative from ProHelp to develop a fuller brief for the assignment. A summary of your request will then be taken to ProHelp members who will consider it. If a firm is available to help, a meeting will then be arranged to take things further.

**For further information visit:**

**[www.prohelp.org.uk](http://www.prohelp.org.uk)**, or contact Carola Vorlop on 0117 9722111 or **email:** [carola.vorlop@bitc.org.uk](mailto:carola.vorlop@bitc.org.uk)

**NCVO SUSTAINABLE FUNDING PROJECT**

As a regional partner to the National Council for Voluntary Organisations (NCVO), Voscur is rolling out the Sustainable Funding Project to local frontline organisations. The aim of the project is to ensure that groups can effectively plan and diversify their funding sources and achieve long-term sustainability. Voscur and NCVO have delivered a Train the Trainer session for funding advisors and development workers across the South West. The session equipped development workers with tools and resources to cascade the information to the groups they work with.

Voscur has used a number of the resources with local groups requiring Funding Advice and ran a workshop at the June Voscur Assembly on planning for sustainable funding. A workshop is planned for frontline groups to introduce them to the range of sustainable funding options.

This will be followed by a one-day 'Funders Fair' event organised jointly by Voscur and Black Development Agency (BDA), which

will focus on the theme of sustainable funding with expert presentations and workshops on a diverse range of funding opportunities including grant making, social enterprise, commissioning and vital finance issues. Look out on the Funding updates page for further details - [www.voscur.org/funding/updates](http://www.voscur.org/funding/updates)



Introductory workshop on Sustainable Funding, 16 September 2008, Barton Hill Settlement, Ducie Road, Bristol, 9.30am - 4pm. Cost: £30.



Funders' Fair on Sustainable Funding, 19 November 2008, Greenway Centre, Doncaster Road, Southmead, Bristol, 9.30am - 4pm. Cost: £35 for Voscur and BDA members, £55 for associate members and £75 for non-members.

For further information contact Sabrina Lee, Funding Advisor on 0117 909 9949.

**NEW LOOK FINANCE FORUM**

The Finance Workers and Treasurers' Forum met in June to discuss the direction of the

network. It was agreed that the name should change to Finance Forum to be more inclusive and allow staff members, volunteers and others with a finance function to participate. A 'terms of reference' for the group was worked out and a number of great ideas were developed for sharing good practice and ideas, networking effectively and gaining access to information from key speakers. A Finance Forum webpage will be developed with resources and information, including a message board where members can discuss finance issues.



If you would like to find out more and join the forum please visit: [www.voscur.org/networks/FWTforum](http://www.voscur.org/networks/FWTforum) or call Sabrina Lee on 0117 909 9949.



**NEW FUNDS**

**Bristol Children & Young People's Partnership Fund**

Quartet has launched the Bristol Children & Young People's Partnership Fund for small voluntary and community sector organisations in Bristol working to improve the transition from primary to secondary school for

8-12 year olds. This fund has a rolling deadline and grant decisions are made monthly. For further information on this grant scheme visit: [www.quartetcf.org.uk](http://www.quartetcf.org.uk)

**Bristol City Council Community Development Investment Budget**

The Investment Strategy 2008 - 2011 has four objectives:

- Strengthen and build capacity in the vcse sector to provide direct services to the most deprived communities.
- Strengthen and promote community cohesion, promoting understanding and respect across community divides.
- Delivery of a limited range of direct services e.g. advice services or community resource facilities.
- Delivery of defined infrastructure support to all vcse sector organisations.

Projects which champion community innovation and meet one of the above objectives will be prioritised, as will work being delivered in the following deprived areas in the city - Ashley, Easton, Lawrence Hill, Knowle West, Hartcliffe and Withywood.

For further information contact Jane Houben or Hywel Caddy,

Investment & Grants Managers, **email:** [investmentandgrants@bristol.gov.uk](mailto:investmentandgrants@bristol.gov.uk) or call 0117 903 6437.

Application packs can be downloaded on line at [www.bristol.gov.uk/ccm/content/Community-Living/Community-Advice/community-development-funding.en](http://www.bristol.gov.uk/ccm/content/Community-Living/Community-Advice/community-development-funding.en)

The application deadline is 5.00pm on Friday 19 September 2008.

**GRASSROOTS GRANTS**

At the beginning of July, Quartet Community Foundation heard that it had won a two-part Government funding bid. The first part gives Quartet the chance to distribute £1.3 million in public sector grants. The second is a challenge funding grant of up to £1 million match funding from Government, if Quartet can raise £2 million by March 2011. This will create a permanent endowed fund for local voluntary sector organisations throughout the West of England.

In line with our ethos of giving small grants which make a big difference to local groups and organisations, the Grassroots Grants funding scheme will support groups at the very heart



Alice Meason, Quartet Community Foundation

of local communities. Groups that are volunteer-led and have an annual turnover of less than £20,000 a year, can apply for up to a maximum £5,000. During August we have been working on the programme and preparing the application packs. The scheme will be open for applications in early September, so please check out our website for details of when it will be open and to download the guidelines and applications.

[www.quartetcf.org.uk](http://www.quartetcf.org.uk)

We will also be announcing some changes to our Express Programme at this time, as we will be giving priority to applications from organisations with an income of over £20,000 during the lifetime of Grassroots Grants.

**Alice Meason - Grants Director**  
Quartet Community Foundation

## BOARDS WITHOUT BARRIERS

Have you had a look at your board lately? What is it like?  
Does it represent the community that you support?



When we talk about boards without barriers, what we really mean is having a diverse board. We all want to have a board that doesn't think

alike, but how can we get a board that is representative of the equalities communities that we serve?

### So what does diversity mean?

- Diversity means new perspectives and skills.
- Diversity means leading from the top.
- Diversity means being more responsive.
- Diversity is NOT just about representation, it is also about the skills that your board members have.

NCVO (National Council for Voluntary Organisations) believes there are four steps to a diverse board:

#### STEP 1 is to raise awareness

Ask yourself, do other trustees, staff and volunteers understand what 'diversity' means? And crucially, do you all understand how it can translate into concrete changes in the way you can work?

#### STEP 2 is to ask yourself these 10 questions:

1. How well does our board reflect the people who benefit from our work or who help us to do our work?
2. Do we as a board really understand their needs?
3. Are we confident that the strategy and performance of the organisation matches our mission and is keeping up with a changing environment?
4. Could our board better reflect more of society, our beneficiaries and stakeholders, and could it better harness everyone's talents.



What are the barriers to your organisation having a diverse board?

5. What skills and knowledge are missing from our board?
6. What would be the ideal composition of our board?
7. Have you already identified people who could join your board? Are there people already in the organisation who could become involved at board level?
8. For your organisation, what will be the challenges and the benefits of diversity?
9. Is being on the board the best way to involve people in the decision-making process?
10. Are you ready to involve more people on your board?

#### STEP 3 is to consider recruitment, induction, support and your governing document

This is crucial if you want to have board members that are knowledgeable, feel supported, understood and able to be active members of the board.

**Recruitment:** Here you need to think about where

you recruit for your trustees. Examine the networks from which you recruit trustees at the moment, and the skills and backgrounds you are looking for.

**Induction:** Have you organised someone to support or mentor your new trustee? If you are going to have a knowledgeable board, and more importantly an active board, then good induction is key.

**Support:** Do new members receive appropriate support? Are expenses offered? What about existing members - introducing new people to the board, often from very different backgrounds, can be ultimately extremely productive but can also be a difficult process. Discussions and decision-making styles may have to adapt and this will be no easy process. A strong chair can be a key attribute here.

**Governing Document:** Do you need to look at your governing document and review who can be a trustee and how long they can serve for?

**Board Culture:** What is the culture of your board? Is the environment in which you are operating one which encourages diversity? Will the new trustees feel welcome?

#### STEP 4 is reviewing outcomes

The last step in creating a more inclusive trustee board is review and evaluation. It is essential to build in ongoing reviews of how the process of building a diverse board is working and adding value to the work of the board. It is better to link reviews of board diversity to your existing review and evaluation procedure. If you conduct board self-assessments then the review of diversity should be linked to this. After all, the ultimate outcomes of improving board

and organisational effectiveness should be the same. Finally, do you know what the next steps will be? How does your board diversity process link in with other policies around diversity within your organisation's workforce, volunteer force and service delivery?

**BOARDS WITHOUT BARRIERS**

FREE

Wednesday 15 October (9.30am - 3.30pm)  
The Federation of City Farms,  
The Green House, Hereford St, Bristol BS3 4NA.  
**Trainers:** Ruth Pitter & Sophie Bayley - Voscur

What happens if you don't have a diverse board and everyone thinks alike? This course is for board members who recognise the need for more diverse representation. It will give you lots of hints, tips and ideas to be more inclusive. Among other things the course will cover:

- The benefits of a diverse board
- Legislation and good practice
- Case studies
- Checklist and tools
- Action planning

To book go to [www.voscur.org/training](http://www.voscur.org/training)

**FURTHER INFORMATION**  
Good Governance a Code for the Voluntary and Community Sector  
[www.ncvo-vol.org.uk/governanceandleadership/basics](http://www.ncvo-vol.org.uk/governanceandleadership/basics)

**Planning Trustee Recruitment**  
[www.ncvo-vol.org.uk/askncvo/trustee-governance](http://www.ncvo-vol.org.uk/askncvo/trustee-governance)

**Changes to your Constitution**  
[www.ncvo-vol.org.uk/askncvo](http://www.ncvo-vol.org.uk/askncvo)

# BRISTOL NAMED ENGLAND'S FIRST CYCLE DEMONSTRATION CITY

Greater Bristol has beaten off competition from Manchester and Leicester to be named England's first Cycle Demonstration City. Bristol will receive £11.4 million of additional funding for cycling projects from Central Government between 2008/09 and 2010/11. Bristol City Council and South Gloucestershire Council will match fund this with a further £11.4 million bringing the total funding over three years to £22.8 million.

The Greater Bristol Joint Transport Plan proposes a 30% increase in the number of cycling trips from 2003/2004 to 2010/2011. Currently 3-4% of journeys in Bristol are made by bike (6% of journeys to work and 1.8% journeys to school) Some of the measures proposed in the Cycle Demonstration City bid include:

- Advance Stop Lines for cyclists at most road junctions (there are currently about 300 in Bristol).
- More cycle contra-flow lanes allowing cyclists to travel both ways down one-way streets.
- More personal travel planning (expanded to 10,000 people) and support for new cyclists such as adult cycle training.
- Increased cycle training for children.

- On street cycle rental scheme - people will be able to hire bikes by the hour from on-street locations.
- Major new cycle routes including a new city centre to the north fringe of Bristol route, upgrading of existing 'greenway routes' (such as the Malago Greenway in south Bristol).
- More and improved secure cycle parking, cycle maps, signage and on street cycle markings.
- Open a second cycle resource centre as part of Cabot Circus development (similar to the existing centre at Mud Dock).
- Link with the Primary Care Trust to promote improved health through cycling.

 Find out more about Bristol's Cycle Demonstration City bid at: [www.bristol.gov.uk/ccm/navigation/transport-and-streets](http://www.bristol.gov.uk/ccm/navigation/transport-and-streets)  
Find out more about the Cycle Demonstration City and Towns scheme at: [www.cyclingengland.co.uk](http://www.cyclingengland.co.uk)

### Cycle to Work Scheme

As Bristol is poised to go bike-tastic as England's first Cycle Demonstration City, there has never been a better time to get into the saddle and switch to two wheels.

Having a decent bike can make a huge difference to your cycling journey but the cost of buying a new bike can be a deterrent. Cycle to Work is a national scheme to help get more employees commuting by bike. Once an employer joins the scheme their staff can get a new bike through a tax-free salary sacrifice scheme. Because the scheme is tax-free you can make significant saving on the cost of a new bike, for example:



If the total cost of your bike package were £1,000 (including new bike, lock, helmet, lights, bike bag rack and bike bags) basic rate tax payers would save £348.93 in income tax and national insurance (NI).

The monthly payments from salary would be about £55 making the total cost of your bike package £651.07.

Where a company is VAT registered you would save VAT as well as tax and NI. Here are some other examples:



Cost of bike	£300	£500	£700
Cost of Helmet	£50	£50	£50
Cost of Accessories	£100	£100	£100
Your annual earnings	£20,000	£20,000	£20,000
Total cost of bike and accessories	£450	£650	£850
VAT saving on bike (note helmets are exempt from VAT)	£59.97	£89.36	£119.15
Net cost of bike and accessories:	£390.43	£560.64	£730.85
Income tax saving over hire period	£78.09	£112.13	£146.17
National Insurance saving over hire period	£42.95	£61.67	£80.39
Final Cost of bike and accessories	£269.39	£386.84	£504.29
Total saving**	£180.61	£263.16	£345.71
Gross monthly salary sacrifice, based on 12 month hire period:	£32.54	£46.72	£60.90
Net monthly salary sacrifice, based on 12 month hire period:	£22.45	£32.24	£42.02
Percentage saving over Recommended Retail Price (RRP):	40.1%	40.5%	40.7%

\*\*Please note: A Fair Market Value payment is payable upon cessation of the agreement or at the end of the lease period

The bike is leased to the employee for 12 months with a monthly deduction from your wages. At the end of the 12 months the bike is then offered to you to buy for 5% of the original price (+VAT).

 Signing up to Cycle to Work is straightforward and quick to do. Find out all you need to know about Cycle to Work by visiting [www.cyclescheme.co.uk](http://www.cyclescheme.co.uk)

## WELCOME TO NEW VOSCUR REPS

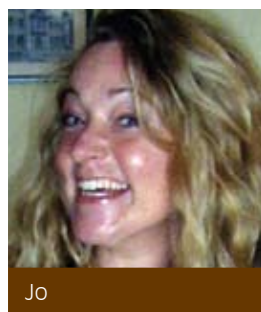
Voscur is pleased to welcome our two new reps onto the Youth Stakeholder Strategy Group, Fran Harrison and Jo Stallard, and Dom Wood, new joint rep onto the Prevention and Early Intervention Workstream group.



**Fran Harrison**

I am Manager of Fairbridge West, part of a national charity that works with disadvantaged and disaffected young people aged 13 to 25 using a long-term personal development programme.

I hope to challenge the committees I sit on as a rep to fully take into account the voluntary sector in all of their decision making. The first step will be to ensure that the rest of the committee understands the diversity of our sector and the professionalism, responsiveness and quality of what we offer young people. Secondly, I need to understand the agenda and look for the opportunities for our sector to be involved, consulted and commissioned. I hope to be on the ball at all times, ask challenging questions and keep you informed. I hope you will let me know your views so I can put them forward. To contact Fran, **email:** frances.harrison@fairbridge.org.uk



**Jo Stallard**

I am the Manager of BREAD Youth Project. I am particularly keen to ensure that the Local Authority recognises the diversity of organisations within the sector, whilst creating opportunities for meaningful involvement in the

development of services for young people. I warmly welcome the opportunity to speak with colleagues with a view to ensuring I represent the voluntary sector to the best of my ability. Please feel free to contact me.

To contact Jo, **email:** jo@breadyouthproject.co.uk  
We also have a new joint rep onto the Prevention and Early Intervention Workstream (P&EI) group, Dom Wood from Priority Youth Housing.



**Dom Wood**

I believe the P&EI agenda is about building resilience, early identification of risks and knowing which children are at risk and having the right services with the ability to intervene early to prevent needs escalating. Much of

the work will initially concentrate on the Common Assessment Framework (CAF), Multi Agency Working arrangements (MAWA) and locality teams. This can only be achieved with good inter-agency working on a city and locality basis and full involvement of the vcse sector who currently provide much preventative and resilience building work.

As a rep I want to make sure that the needs of children, young people and the voluntary sector are the heart of what is a fast paced programme of change. I also want to build my understanding of the strategic direction the City Council are taking and be able to answer questions and queries on this to Voscur members. Through greater understanding we can raise joint concerns of direction if they emerge.

To contact Dom, **email:** dom.wood@priorityyouth.co.uk



## AIMING HIGH FOR YOUNG PEOPLE

'Aiming High for Young People', the Government's 10 year strategy for young people, recommends the development of a "strategy for change" which should set out local plans for improving places for young people to go, with an investment of up to £290 million to support this.

The Government guidance states that to ensure this funding is used well, there is a requirement to develop "an integrated and strategic long term plan to create a diverse network of high quality places to go that reflects local circumstances and the views, needs and aspirations of young people". It needs to focus on both large ambitious projects (eg myplace) and neighbourhood based projects, e.g in more deprived areas.

Local authorities are required to take a lead in developing the strategy and to commit to a cross departmental approach to ensure a breadth of opportunities for young people.

**What does this mean in Bristol?**

In Bristol developments are already under way to have a strategy for change and key steps will include:

- Mapping of existing provision.
- Audit of available buildings, in the voluntary, community & social enterprise (vcse) sector and also primary and secondary schools.
- Identifying key stakeholders.
- Developing a vision for the strategy.

**Partnership with the Third Sector**

A significant proportion of local places for young people to go are often owned and operated by vcse sector organisations. The Government recommends that it is vital that a strategy for change reflects the role of both large and small vcse sector organisations and assets in delivering the local vision for youth provision. The obvious benefit of working in partnership will be the development and commitment to a single local vision that includes a far more ambitious use of available assets for young



Photographs by Nick Turner

people than has previously been the case in many areas - including schools, colleges, youth centres and projects, leisure centres, libraries, museums, Connexions Services and a wide range of other public, private and third sector buildings and spaces.

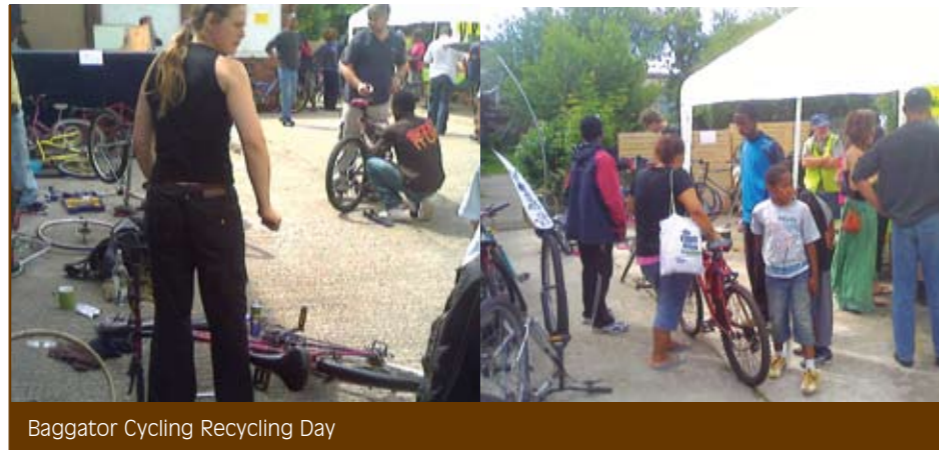


To read more about the strategy for change visit [www.dcsf.gov.uk/localauthorities](http://www.dcsf.gov.uk/localauthorities)

To find out more about what's happening in Bristol you can contact Ed Plowden **email:** ed.plowden@bristol.gov.uk

## BAGGATOR AND THE PICKLE FACTORY

Baggator has now been situated in The Pickle Factory, 13 All Hallows Road, Easton, for just over two years. Staff and volunteers worked long and hard to clean and redecorate the building before we were able to open to young people, and a lot more work has been undertaken since to make the building and garden as inviting as they are today.



Baggator Cycling Recycling Day

Our regular programme includes:

- Mondays: Homework Club 3.30 - 5pm, Sports 5 - 7pm. Marcel K teaches African and Street Dance each Monday from 7.30pm - this is open to all.
- Tuesdays: Art Attack 5.30 - 7pm.
- Wednesdays: Club Night 7.30- 9pm.

A new closed session, 'Serious Fun', a games approach to interpersonal relationships and trust building, is planned to start once our new Leader-in-Charge is appointed.

We aspire to run a much more comprehensive programme for young people, and aim eventually to open daily throughout the year. We recently heard that we have been given a Young Roots, Heritage Lottery award for a project that explores the history of Stapleton Road and the stories

and aspirations of those living and working along the road today. We will be working in collaboration with Living Easton, The Easton Community Partnership and Bristol Museum to develop this from the beginning of September. We will be pleased to hear from any local young people who are keen to be involved in this exciting project and will soon be advertising for part-time youth support workers.

Those who have visited us during the past year will be aware of the fabulous café area that was funded by the Bristol Alliance. This is planned to become the hub of our activities, providing a young person friendly community café serving healthy, nutritious and affordable food. We invited tenders from people interested in running the café and hoped to be open in April.

Sadly, this did not happen and we continue to explore the possibilities for moving forward.

We are also exploring possibilities with potential partners to develop family focussed work and introduce services such as counselling and play therapy into the building and welcome discussion with others who need a venue for their own activities with young people. In addition, The Pickle Factory is becoming increasingly popular as a venue for community and private events, parties and meetings.

If you would like to know more about Baggator or The Pickle Factory contact us on 0117 955 7733 or

**email:** office@baggator.org



### HOT TOPIC

#### New Voscur Neighbourhood Learning Programme

Building on the success of the Neighbourhood Renewal Learning Plan, Voscur is pleased to announce that we will be offering a new Neighbourhood Learning Programme this year.

The programme aims to build on people's skills, knowledge and confidence to strengthen their influence and involvement in communities and local democracy.

The programme starts in the Autumn, running from September to December, and offers a range of free opportunities including one day training sessions, events, visits and a Councillor shadowing scheme.

The programme has been designed to be very flexible and encourage people to use it in a way that best suits them. Each session stands alone, thereby allowing people to attend one that interests them, or they can dip in and out and progress through a number of sessions. Each builds on previous sessions.

The programme is free, and access costs such as transport and childcare will be covered. There will be places reserved for people with few or no qualifications (below 4 GCSE's or equivalent).



To download the Autumn Neighbourhood Learning Programme go to [www.voscur.org/training](http://www.voscur.org/training). For more information contact Hannah Parker on 0117 909 9949, [hannah@voscur.org](mailto:hannah@voscur.org)

### VOSCUR TRAINING GIVES YOU EXTRA "OOMPH"!

Sam Parker, attended the 'Making a Winning Application to the Big Lottery' training and works in the City Council Community Engagement Team, and supports a BMX race club in Lawrence Weston. She talks about how Voscur's training helped her in her work:

"I decided to attend Voscur training because I had been requested by the group to help them with an application to the Big Lottery's Young People's Fund 2, working in partnership with local young people to secure match funding.

Attending Voscur's training course was extremely beneficial to help



Training in action - Voscur's Sophie Bayley

me plan the process and develop project outcomes. I especially enjoyed the Dragons' Den exercise when I got the chance to present the project to a 'panel'! This gave me insight into the questions the Lottery may have when faced with my proposal. The training definitely helped to define my work on the project and has given me the extra 'oomph' to take it forward.

I have used the information I gained to take me forward to the next stage of planning. We had a consultation process with a wide range of young people from across the estate and established a steering group of young people to work on the project proposal - wish me luck!"



Look out for 'Dragons' Den - Pitching your Proposals' on 14 October & 6 November and Funding Proposal Development on 30 September. For more details contact Rebekah Hacker on 0117 909 9949 or go to [www.voscur.org/training](http://www.voscur.org/training)

**LEARNING NEWS**

**Clarifying qualifications for trainers and teachers**

Last year, Lifelong Learning UK (LLUK) developed a new framework for trainers. There has been some confusion over what these qualifications mean. Here's a quick overview:

There will be 3 different qualifications for trainers and a distinction between Associate and Full teacher.

1. PTTLs (Preparing to Teach in the Lifelong Learning Sector). This is the first stage for Full teachers.
2. CTTLS (Certificate in Teaching in the Lifelong Learning Sector). This is for Associate teachers.
3. DTTLs (Diploma in Teaching in the Lifelong Learning Sector). This is the second stage for Full teachers.

All teachers are required to register with the Institute for Learning and carry out CPD (Continuous Professional Development).

**Why is this important?**

Providers receiving funding from the Learning Skills Council have a contractual obligation to comply with the regulations. In the future this may include organisations that receive public funds.

**What about existing teachers?**

Qualifications can be transferred to the new framework. Qualified Teachers who are already teaching will not be required to carry out training courses or become licensed. However, this is encouraged, and over time may be increasingly expected.



Voscur training session

**What is Voscur doing?**

Voscur's training team are constantly honing their skills to ensure our members continue to receive the highest quality training. Four Voscur staff have recently completed the first year of the DTTLs course.

**USEFUL WEBSITES**



How the new teaching qualifications will affect you:  
<http://tiny.cc/7AdJu>  
 LLUK: [www.lluk.org.uk](http://www.lluk.org.uk)  
 Learning and Skills Council: [www.lsc.gov.uk](http://www.lsc.gov.uk)



**Ladder4Learning:** Ladder4Learning is a new website that is being managed by The Learning Curve. It provides information and advice about learning and development opportunities for paid and voluntary workers. [www.ladder4learning.org.uk](http://www.ladder4learning.org.uk)

**Train to Gain:** Train to Gain is run by the Learning and Skills Council and is set up to support organisations to develop staff. Train to Gain also have a Leadership and Management Development Programme, which enables organisations to gain a grant of up to £1000 matched funding to support leadership and development. To find out more about Train to Gain and how to get a Train to Gain Broker to come to your organisation and assess your skills go to [www.traintogain.gov.uk](http://www.traintogain.gov.uk)

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**HEALING ABUSE**

an interactive workshop for health and social care professionals and others active in the field

"this excellent workshop"  
 "I learned lots about healing abuse and feel more confident that it's possible"



£95/participant 23rd September 08  
 At the Pierian Centre, Bristol  
 10am-4pm, led by Sami Chugg, Co-ordinator of the Rainbow Programme, in co-operation with Derek Close.

Contact us on 0117 963 6147  
[www.rainbowprogramme.co.uk](http://www.rainbowprogramme.co.uk)

**TRAINING AND SUPPORT FOR MANAGERS**

Management and How To Do It - a facilitated management development group in which managers can explore on-going management issues. The group will address issues brought by members using Action Learning.  
 6 half-day meetings over 6 months. Cost: £330

Action Learning Set for Senior Managers- a facilitated group in which managers can explore on-going management issues. The group will address issues brought by members using peer support and training input from the Facilitator.  
 6 half-day meetings over 6 months. Cost £375

Pippa Adamson of the Red Kite Partnership has worked for many years in and around not-for-profit management. She provides management training as well as on-going individual support for managers, helping them reflect and to reach practical solutions and ways forward.

[www.red-kite.net](http://www.red-kite.net) [pippaadamson@red-kite.net](mailto:pippaadamson@red-kite.net) **0117 9657603**  
 Closing date for receipt of booking forms is 12th September.

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Funding for management learning is sometimes available from organisations which fund capacity building