



CANDL

Church and
Neighbourhood
Development
in London



Annual Report 2004/2005



Barnardo's

LONDON, EAST and SOUTH EAST (England)

GIVING CHILDREN BACK THEIR FUTURE

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Introduction

Context

This Annual Report covers the period from 1st April 2004 to 31st March 2005. The intended audience for the report includes our service user groups, Advisory Group, partner and network organisations, funders and potential funders, and those within Barnardo's to whom the Project is accountable.

CANDL (Church and Neighbourhood Development in London) is a community development Project. It was established by Barnardo's in 1988, with the aim of improving the quality of life for children, young people and families in disadvantaged parts of east and south London, by providing hands-on consultancy and training to local church groups in their community initiatives. Appendices A and B give some more information about Barnardo's UK and the London, East and South East (England) Region respectively.



The communities we work with are focal points for much injustice, suffering and despair. For example Tower Hamlets and Hackney appear 4th and 5th respectively in the 2004 Index of Deprivation, and all 5 of the Boroughs we focus on are within the 60 most deprived. Christian people are not immune to feelings of helplessness and hopelessness in the face of what sometimes seem overwhelming "principalities and powers". Yet the churches have not insignificant resources to offer in these communities where so many seeds of hope are being nurtured, and so many visions of a better world are being shared and developed. We believe that churches have a major role to play in actively striving for equality of opportunity, justice and peace across society as a whole and, specifically, within their local communities. A recent report stated that:

"Churches themselves organise some 6,500 social action projects across London, with 9,000 paid staff and 40,000 volunteers benefiting some 360,000 Londoners. They provide over 2,000 buildings for community use and, in this way, are a vital part of London's social and cultural fabric. In every neighbourhood in London the Christian church is present and is often the main community resource."

(Faith, Work and City: A Christian contribution to the Mayor of London Election 2004 - London Church Leaders & Evangelical Alliance, March 2004)

Further research indicated that nearly two-thirds of churches' social action involves work with children and young people.

Government initiatives, such as the National Strategy for Neighbourhood Renewal and its proposals for Local Strategic Partnerships, beginning to take form over the last couple of years, specifically refer to the important role that churches and other faith groups play in building and sustaining viable communities, and the value of capacity-building support for such initiatives. CANDL itself is frequently held up as a model in this respect – for example featuring prominently in Faithworks' February 2005 report for the Government Office for London. However, the church-state relationship must be a mutual one – churches are not simply about delivering services to the government's agenda.

Underlying our work is a clear commitment to the community development principles of learning, empowerment and social justice, and to the importance of spirituality in our lives. CANDL has adopted the motto: *It is better to light one candle than to curse the darkness.* That's what we are all about, helping church groups light and nurture candles of hope. In doing this we highly value the support and reflective input of our Advisory Group and the Steering Groups set up around specific aspects of our work (see Appendix D).

Service Aim & Objectives

These objectives clarify that, in providing community development services to church groups, we ourselves rarely work directly with children and young people, and our impact is primarily measurable in terms of the intermediate groups rather than the end-beneficiaries

themselves. However, the past year has seen the emergence of more direct work than previously (see Appendices G1 and G6). The appended case studies (Appendix G) are related to the 6 elements of Barnardo's "outcomes framework".

The **aim** of the CANDL Project is:

to help the most vulnerable children, young people and families in London to transform their lives and fulfil their potential, through the facilitation of appropriate church-originated community development work.

A The **differences** we are trying to make, which we express in terms of our "**outcome**" **objectives**, are:

1. churches and their organisations will be better informed of needs of vulnerable children, young people and families in east and south London, and of the key developments affecting them;
2. churches and their organisations will have improved their knowledge, skills and practice in community work;
3. churches and their organisations will be more effective in prophetically challenging social injustice;
4. churches and their organisations will be more effective in creating opportunities for the children, young people and families in the communities which they serve, particularly in terms of care, play and learning, to enable them to fulfil their potential;
5. CANDL and its users will have influenced local, regional and/or national service-providers and policy-makers to respond more effectively, especially through partnership with faith-based organisations, to the needs of children, young people and families.

B The **way we do this**, which we call our "**output**" **objectives** or "services", is to offer:

1. advice, information, consultancy and mentoring to enable the setting up of new projects or running of existing ones;
2. learning relationships which facilitate reflection on community development theology and practice;
3. help with resourcing/fund-raising strategies;
4. help with background research and local surveys around needs and provision;
5. training in relevant knowledge, skills or awareness;
6. access to a database of relevant information;
7. team-building work;
8. evaluation and assessment work;
9. help with recruitment and support of volunteers;
10. help and leadership in influencing and campaigning work.



Artist's impression of CANDL - by Gale Pitt

C The **resources** we need to achieve these objectives, which we call our "**input**" **objectives**, are:

1. employment of Project Workers who are suitably trained and experienced;
2. effective management to ensure overall direction and quality of services;
3. efficient administrative support to the team;
4. provision of appropriate learning and development opportunities for staff;
5. utilisation of the expertise of other relevant people in offering relevant services and advising on the direction/development of the Project;
6. suitable, safe, maintained and clean premises from which to operate, including office and meeting spaces;
7. suitable and well-maintained equipment, including ITC, to assist the team in providing the services;
8. an accessible, well-maintained and up-to-date "bank" of community development resources and information.

Priorities

To address these objectives we set ourselves priorities and associated annual targets. The priorities we work to are (in no specific order):

1. **Black and Minority Ethnic Church** groups (especially those without access to significant denominational resources);
2. church groups and networks/strategies working on **social inclusion/cohesion and neighbourhood renewal/regeneration**;
3. development of CANDL's role in promoting **children's rights and protection**;
4. enabling and supporting networking and co-operation between churches and **other faith groups**;
5. encouraging and enabling the **inclusion of disabled children and young people** in churches' community work;
6. church groups and networks raising awareness of and responding to **health** needs, especially regarding **emotional well-being/mental health** or **substance misuse**;
7. enabling and supporting the **family life/parenting support** work of church groups, especially through providing **parenting education programmes** with "host" churches;
8. assisting church groups providing **educational support** to BME children, young people or parents, or enabling BME children or young people's wider **participation** in society.

These priorities (not in any specific order) were chosen as areas for proactive work, reflecting either specialist posts within the CANDL team or other development opportunities which match identified needs with CANDL's remit and resources.

A summary of our targets for 2004-2005 and the extent to which we met them is included as Appendix F. Summary statistics of the groups we have worked with are included as Appendix E, and user group Case Studies are at Appendix G.

The CANDL Team

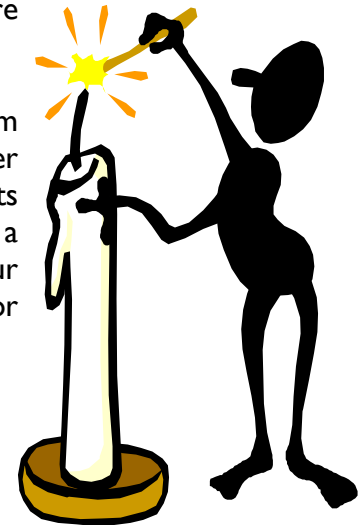
CANDL is one of Barnardo's smaller projects, currently with just under 4 full-time equivalent Project Workers, a part-time Administrator, a part-time Cleaner and a full-time Service Manager (see Appendix C for an "organisational" chart).

Lena Alexander	Cleaner	
James Ashdown	Project Worker	<i>Faiths & Community Renewal Initiative Leader</i>
Desrinnah Brown	Project Worker - BME Churches	
Sonia Chambers	Project Worker - BME Churches	<i>BME Churches Support Initiative Leader</i>
Margaret Collins	Project Worker - Family Life/Parenting Support	
George Hargreaves	Project Worker (as-and-when) – BME Churches (until December 2004)	
Beverley Isaacs	Administrator	
Gill Kanga	Project Worker	<i>Family Life/Parenting Support Initiative Leader</i>
Simon Vincent	Service Manager	

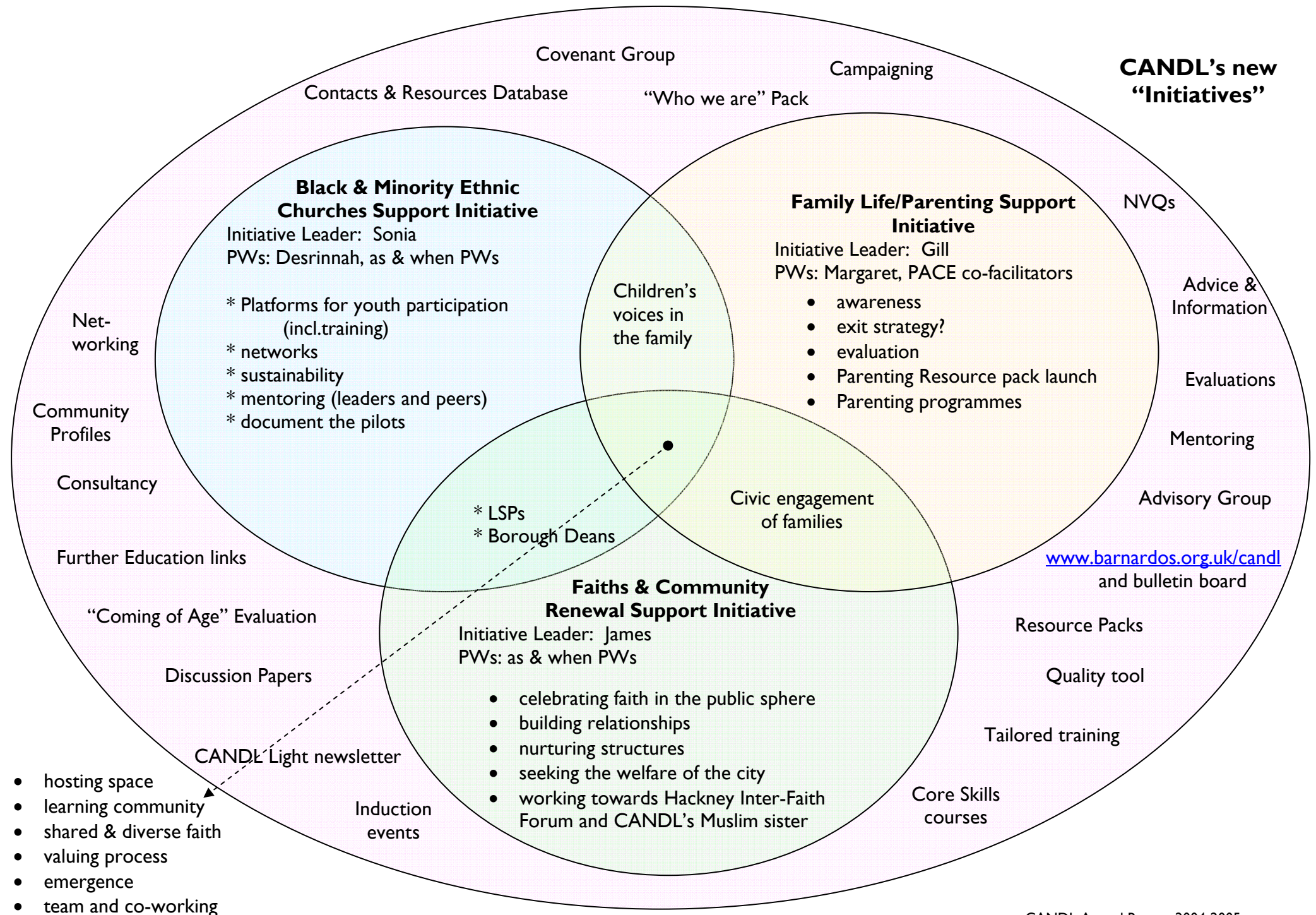
Our Project Workers are CANDL's core resource in terms of service delivery. These posts have a generalist community development brief that covers the range of services CANDL offers. Approximately one and a quarter full-time equivalent posts, filled by Desrinnah Brown and Sonia Chambers, are focused on work with Black & Minority Ethnic (BME) Churches. A third BME Churches PW, George Hargreaves, left during the year. Approximately one and a quarter full-time equivalent posts, filled by Gill Kanga and James Ashdown, hold a more generic brief. Margaret Collins' full-time post is funded by the Community Fund, to focus on developing churches' work in the field of parenting and family life support. Our part-time Project Administrator, Beverley Isaacs, manages our financial and office systems, also acting as receptionist. Lena Alexander keeps our

working areas clean. Simon Vincent, the Service Manager, manages the work, its overall direction and quality of services, and contributes in the direct delivery of services where appropriate.

We have recently re-structured the team under three Initiatives to better represent the importance of key aspects of our work (see page 7 for a diagrammatic representation of our aspirations for these Initiatives and for the Project as a whole).



CANDL's new "Initiatives"



The Year in Brief

The Project has sustained its support for user groups, offering advice, information and consultancy to a range of church-related initiatives, ranging from breakfast and after-school clubs to youth work, from teenage pregnancy work to parenting classes. The support has ranged from telephone advice/information and one-off sessions, through to on-going consultancy, with many intermediate options.

We have also carried out 8 sets of tailored training for clients, covering safeguarding children, equal opportunities/valuing diversity, parenting skills, management committee responsibilities, and managing staff. We continue to address more freely and frequently the expressed need of individual local church leaders and workers for mentoring support (sometimes referred to as non-managerial

supervision) as they hone their community visions and initiate or develop their project – our work in this field featured during the year in a major Government Office for London commissioned report. As our reputation for this grows, meeting the demand will be a challenge over the coming year.

We have a growing sense of the importance of our role as "hosting space" for church groups engaged in community work to reflect, learn and plan together. This approach fits well with our "Covenant" framework and our sense of CANDL and its users as a "learning community", as described in previous Annual Reports. One significant fruit of our own learning has been the restructuring of CANDL into three "Initiatives", hinted at in last year's report, and now becoming established in the Project.

Work during the year has included:

- valuing diversity training with staff and management committee of a Tower Hamlets-based breakfast club;
 - running 3 parenting courses based on the Strengthening Families, Strengthening Communities programme (see p.28);
 - tutorial and planning input for a local college's Community Development Work Training course for grass-roots community workers;
 - writing of our "*Changing Families, Changing Communities*" resource pack for churches – for launch in May 2005;
 - development of a parenting course facilitator's pack;
 - management committee roles/responsibilities training with a longstanding Hackney-based under-5s project, following on from a 2004 evaluation;
 - website-based provision of good-practice material (see www.barnardos.org.uk/candl), and a regular e-mail to Members listing newly arriving "paper" resources;
 - and developing our own "quality tool/mark" to help projects establish themselves legally and effectively.
-

To accompany our quarterly newsletter, *CANDL Light*, which is mailed to some 350 church groups, and 50 or so other interested parties, we continued our series of Discussion Papers with a second instalment on Gun Crime, one on Discrimination against Churches, and one on Churches as Grass-roots Urban Institutions. Several of our discussion papers have been picked up by church organisations and other agencies and sparked fruitful thinking about the church's role in working with children and young people.

We have also: worked with partners in running training for clergy managing lay workers; supported Hackney and Tower Hamlets Borough Deans in developing faith-based communities' role in Local Strategic Partnership structures; piloted a new youth participation programme for BME young people, including a Rites of Passage element; supported two students through their first year placement from a Social Work Degree course; completed a major grant application (with business plan and detailed budget) to the Community Fund for development of our Family Life/Parenting Support work; and commenced a significant service feasibility study on behalf of the LEaSE region.

A statistical summary of our activities over the year is available as Appendix E. A report on the targets we set ourselves for the year is included as Appendix F - the achievement of so many of our targets in this report year has been remarkable in that we had significant unplanned demands on us. These were primarily the staff time commitment put into the ultimately unsuccessful NVQ process, and the commencement of a major piece of research on behalf of the LEaSE Region. Some case studies are included as Appendix G.

We believe that our record in the past year, as over the 17 year life of CANDL to date, provides clear justification for Barnardo's incorporation of work under the banner of "Community Life", and specifically community development consultancy work, into its "Themes" framework and "building blocks" schema.



Awards ceremony for participants in CANDL's first *Strengthening Families, Strengthening Communities* course

Organisational and Regional expectations

Participation

Service Users

CANDL involves all user groups directly in setting mutually agreed learning objectives for our work with them, through an Initial Assessment meeting, followed by Reviews at approximately 9-12 monthly intervals. At all Assessment and Review meetings one of the issues we raise with user groups is the extent to which they involve their service users in the planning and management of their initiative. Where appropriate, enabling service user participation is identified as a learning objective.

Towards the end of the report year we introduced a more focused review process for clients receiving mentoring/non-managerial supervision.

Where we have engaged in direct “service delivery” with partner/host churches, in running the *Strengthening Families*, *Strengthening Communities* courses (see page 28) and in the work with Solid as a Rock (see page 32) the parents and young people, respectively, have been closely involved in planning and running activities. The planned development of our parenting support work includes training and supporting selected service users so that they become co-facilitators on further courses.

Staff

The CANDL team meets together twice each month, once for a “business” meeting to review and plan together, receive information, discuss policy developments, etc, and once for what we call “Circle

CANDL’s Advisory Group consists of invited members from a range of backgrounds able to offer differing perspectives on our work. Although we do not invite existing service users onto this group, those invited include ex-users and are effectively able to represent users’ interests.

The Group meets quarterly and receives reports about our work and the opportunity to discuss and critique proposed development. For specific pieces of work we also form Steering Groups, onto which key user groups are invited- see Appendix D.

We have also consulted potential and actual clients and other stakeholders about the direction of our work through specific network events.

Time” – to address practice and other learning needs. Several times a year the latter are extended into day Learning events.



CANDL’s “Values Tree”

In March-April each year the team sets aside 2-3 days as Strategy Days, to review the year past, agree new directions, and plan the year ahead.

The new Initiatives structure involves delegation of significant decision-making to the Initiative Leaders. Individual team members are also involved in planning and decision-making through the Supervision process and through e-mail consultations.

Influence

In a real sense all CANDL's work is about influencing others' policy and practice, as we rarely work directly with children and young people, instead providing support and guidance to others. Our quarterly newsletter, *CANDL Light*, has contained information and discussion on a range of policy and practice issues, from parenting skills to disability and the urban church, from gun crime to managing staff, and from Black history month to keeping children safe. It is circulated to some 350 church-based contacts. Our website was upgraded in March 2004 to offer free downloadable good practice resources. Material which we have developed can be widely accessed without us even knowing. Occasions we do know of include reference to our Discussion Paper on Gun Crime by a local police commander, and the crediting of our guide to developing a fundraising strategy on the National Council of Voluntary Organisations' web guide to fundraising.

These resources have been supplemented during the report year with further Discussion Papers and Guide Notes.

The Project also has an e-mail group of most of its Members, to which is regularly copied a list of our incoming resources available for them to access on site, and a variety of funding, training and other opportunities which we pass on from third parties. The impact of this level of influencing should not be under-estimated. We have also been involved in a wide range of networks and forums (some 66 at last count), at a variety of levels, from a gathering of local church groups involved in parenting support work to the CCWA's England Development committee, and engage with occasional visitors to the Project.

During the past year CANDL has taught on Tower Hamlets College's Community

Work Training Course, supported 2 Social Work degree student placements, continued to work with *Faith in the Future* to follow-up our Feasibility Study into developing CANDL-style community development work with Muslim groups in Hackney and Tower Hamlets, and prepared a Resource Pack for churches to enable them to better support parents and families.

A key aspect of CANDL's new Initiatives structure is enabling better strategic overviews to develop and thus more focused and effective campaigning to take place.

CANDL's CSM is a member of the LEaSE Region's Influencing Task Group, and CANDL staff have participated in Regional bodies heading up developments around Substance Misuse and Emotional Well-being/Mental Health.

Excellence

A central feature of our work is the promotion of good practice in community development. We have adopted a framework for evaluating the extent to which we succeed in this, which attempts to take the essential features from three established models – the Learning Organisation, Achieving Better Community Development (ABCD), and Practical Quality Assurance System for Small Organisations (PQASSO).

During 2004-5 we have continued to develop these ways in which we ensure we are providing an effective service to our users which meet the standards of excellence relevant to community development. Underpinning our exploration of what it means to be a learning organisation, is the recognition that central to the concept of *evaluation* are *values*

themselves. The team has continued to question our mental models (habitual ways of thinking) and shared vision - a sometimes painful process that has led to re-structuring the Project into three Initiatives (see pages 7 and 19) which impacts both on the way the team works and our relationship with our constituencies.

Our Review Process is the crucial tool for monitoring and evaluating the extent to which our work is meeting the needs of our clients. All Review meetings are carried out with representatives of the client group, whose views and wishes form the key data and the basis of the action plan for the next time-period. Reviews are carried out at the initial assessment stage and then approximately every nine to fifteen months thereafter until a final review closes our work with that client. We have integrated

the PQASSO standards into our review process, and re-shaped the process so as to set it within the context of CANDL and our user groups as a “learning community”, with the basic contract between us and each client forming a “learning agreement” with specified learning objectives to address. Towards the end of the report year we have introduced a more focused review process for clients receiving mentoring/non-managerial supervision. We are in the process of developing our own “quality tool” drawing on the PQASSO model and our own experience, to help church-related community projects establish themselves legally and effectively.

CANDL is planning a “coming of age” evaluation of its work to mark the Project’s 18th birthday in 2006.

Equalities/Diversity

For some years CANDL has proactively prioritised working with BME churches on the grounds that they have, in general, less access to denominational resources than many other churches. We aim for at least half our client work to be with BME

churches and in 2004-5 the figure was approximately 48%. Much of the work of the churches is itself addressing pervasive inequalities, such as in educational provision. During the year we have established the BME Churches Support

Initiative, and held two “focus groups” in order to root our work more closely in the community work agendas of BME churches themselves.

During 2004-5 we continued to work with a partner organisation, Faith in the Future, to follow-up our *Feasibility Study into Capacity Building Muslim Groups in Tower Hamlets and Hackney* which was launched at the beginning of 2004. The work has recently focused on the concept of an inter-faith forum for Hackney which could head up demands for better resourcing of

the “faith-based” voluntary sector in the Borough. We have also contributed to the existing Tower Hamlets Inter-Faith Forum. 2004-5 has been a year of focus on developing our perspective and practice around helping churches include disabled children and young people in their community activities. With the help of the Barnardo’s Spark Centre an initiating team

training event was held in May 2004, and a Resource Pack for churches is under development. Spark Centre’s CSM, Simon Roach, also gave a presentation re “supporting families with disabled children” at one of our “*Strengthening Families, Strengthening Communities*” courses.

Safeguarding Children

Assisting churches in addressing issues and needs around child protection and children’s rights has been a priority for CANDL since its inception. We raise the issues at all Assessment and Review meetings with client groups, offering to help them address their needs, and in the last year have run two “tailored” training sessions on “Keeping Children Safe” – one for a BME Church in Southwark (see p.30 for more details) and one for staff of a breakfast club in Tower Hamlets.

Our quarterly *CANDL Light* newsletter always includes details of the Churches

Child Protection Advisory Service’s (CCPAS) “Facing the Unthinkable” seminars. During the year articles have also appeared on Child Safety Week, the CCPAS, CHILDLINK, Churches and Keeping Children Safe, celebrating lone parents, and a wide range of parenting/family life issues.

Project Guide Notes on “Keeping Children Safe” have been upgraded and made available through the CANDL website. CANDL is usually represented at the LEaSE Regional “Safe-guarding Children” Forum.



UK Agenda

CANDL has prioritised working with churches on issues around children and young people's health for some years. We have adopted Emotional Wellbeing/ Mental Health and Substance Misuse as the aspects of health which we will proactively seek to address. Much of the work we are doing

alongside churches already aims to address the emotional wellbeing of children and young people – particular examples of this are the work with Solid As A Rock in Lewisham (see p.32), and the *Strengthening Families, Strengthening Communities* courses (see p.28).

CANDL is represented on the LEaSE Regional Substance Misuse Forum and the LEaSE Regional Emotional Wellbeing/ Mental Health Forum.

People Strategy

The membership of the CANDL team has remained fairly stable in terms of numbers and personnel over recent years. During 2004-5 George Hargreaves, previously our Information and Resources Project Worker (PW), carried out a short-term piece of work as an "As and When" PW up until Christmas.

During the year we have re-structured the Project to include three identifiable "Initiatives", each with a designated Initiative Leader at Senior Practitioner level. We are aiming to recruit a "pool"

of such "As and When" PWs, with skills identified as relevant to the Initiatives, so as to be able to respond more flexibly to short-term shifts in demand for our services.

The continuation of our Family Life/Parenting Support PW post beyond August 2005 is likely to depend largely on a successful outcome of our February bid for renewed funding from the Community Fund. If successful, we will also be recruiting and training a pool of co-facilitators for the parenting education

programmes planned as part of the new PACE initiative (see page 19). The trainees will be largely people who have participated in the programmes as service users.

Apart from the members of our Advisory Group we do not have any directly "employed" volunteers. Our work with volunteers is primarily through our client groups. The development of the PACE initiative in 2005-6 and beyond will include a significant volunteer element.

Corporate working

During 2004-5 CANDL team members have been involved in the LEaSE Regional Influencing Task Group, LEaSE Regional Safeguarding Children Forum, LEaSE Regional Substance Misuse Forum, LEaSE Regional Emotional Wellbeing/Mental Health Forum and LEaSE Black Workers' Forum.

Finance

CANDL's funding comes largely from the voluntary donations made to Barnardo's.

The total cost of CANDL in 2004-2005 was just under £241,500 – 82.7% of this coming from Barnardo's "voluntary funds" (VF), 15.7% from the Community Fund towards our Family Life/Parenting Support work, and the remaining 1.6% from Membership fees and user group Consultancy, Mentoring or Training contributions.

The currently committed funding share in 2005-2006 is expected to be around 87% Barnardo's VF, 7% Community Fund, and 6% from Membership and Consultancy/Training fees – this would meet the Regional target of 13% non-VF for the year.



If our bid for a renewed Community Fund grant to develop the PACE Initiative (see page 19) is successful the split will shift to approximately 75/16/9 (Barnardos

VF/Community Fund/Membership & Fees). This would enable us to meet, indeed exceed, a year early, the Regional and Organisational 2006-2007 target of 20% non-Voluntary Funds income.

If the Community Fund bid is not successful, 20% will be a very difficult target to meet as there are few opportunities for substantial "statutory" funding for supporting community development work and Barnardo's centrally reserves the rights to apply to those charitable Trusts who we might otherwise approach. Indeed, with the ending of the current Community Fund grant we will find it hard if not impossible even to sustain the 13% we should achieved in 2004-5.

We will also need to be careful that in our pursuit of funding we do not skew our work away from our principled remit, or compete with our own user groups for scarce resources. There is a potential conflict of interests at stake. However, we are approaching the target as an opportunity to take a fresh and creative look at our funding base and the way we operate.

Partnerships and Service Level Agreements

CANDL does not have a Service Level Agreement. The substantial Community Fund grant towards our Family Life/Parenting Support work is the subject of a separate annual report (on a “report year” cycle of June to May) covering the agreed outcomes and use of funds.

In a real sense all our work is in the form of partnerships, primarily between ourselves and the individual churches or church-related initiatives which form our clientele.

During 2004-5 our most fruitful and new partnership has been with The Hackney Mediation Service, leading to the development and provision of a series of “Strengthening Families, Strengthening Communities” courses (see Appendix G, 1) and the PACE programme (see page 19). We have continued our partnership with Faith in the Future, re the follow-up to our “Feasibility Study into Capacity Building Muslim Groups in Tower Hamlets and Hackney”, though this has been somewhat erratic due to our partner’s own funding situation. There have also been ongoing partnerships with Tower Hamlets and Hackney Borough Deans

Groups regarding the development of inter-faith forums and faith-based groups’ role within the Local Strategic Partnerships, and with Tower Hamlets College and other local voluntary sector organisations in planning and tutoring on a Community Development Work Training course. There has also been a growing sense of partnership with *The Circle Works*, a Tower Hamlets based educational charity, which has provided key members of our Advisory Group and a Steering Group, and a personal mentor for one of the team.

Another new partnership with the Shaftesbury Society led to a very successful training day for church leaders on managing staff and volunteers.

CANDL’s partnership with BME Church leaders began to re-emerge through two “focus group” events held to tune-in to their agendas and develop our strategy. We have begun to build a key partnership with a BME church-based project called Visionadda, initially in developing a youth participation project.

Learning and Development

As discussed elsewhere in this report, CANDL has adopted a Learning Organisation approach to both its work with users and our team-working. This requires an ongoing commitment to making and “hosting” space for reflection and learning together.

During the last year CANDL has held team Strategy/Reflection sessions on Keeping Children Safe, Mentoring, and Social Work placements, and a reflective retreat day. We also held a learning and development day on including disabled children facilitated by Simon Roach, CSM of the Barnardo’s Spark Centre.

One Project Worker completed a Delivering Learning Certificate. One completed part of a course on Spiritual and Pastoral Formation, and another started a Work-based Practice Degree. One Project Worker regularly attended the LEaSE Black Workers’ Forum.

Team members also attended ½ to 2-day courses or conferences re: Hosting Space for Children, Fire Safety, “What Works & What Matters”, Governance in the Voluntary Sector, Partnerships for Change, Participatory Learning, the Futurebuilders funding programme, Outcome Funding, Research & Evaluation, Governance & Participation Toolkit, Barnardo’s Financial Systems, Black Perspectives in Community Work, 33 Training Ideas, the Language of Leadership, Coaching Skills, (Im)proving Community

Development, Churches and Neighbouring, Non-Violence Fair, Hackney Children & Young People’s Stakeholders, and Community Development & Faith Groups.

From February to May 2004 CANDL hosted its first Social Work Degree student on 1st year placement, with one of our Senior Practitioners taking on the role of practice supervisor. A second student began a placement in February 2005, and a third was due to start shortly after the end of the report year (April 2005).

The most substantial recommendation resulting from CANDL’s 2003 Core Standards inspection by Barnardo’s Corporate Audit Inspection Unit referred to “enabling unqualified staff to access relevant training, so that qualifications can be gained to build upon current experience and expertise...” Although the NVQ in Community Work has been identified by Barnardo’s as the appropriate award to develop and accredit Project Workers’ experience and expertise, and an attempt to provide this started in September 2004, this was not adequately underpinned and no staff were enabled to complete their NVQ. This is having a significant impact on the morale and retention of experienced, though technically “unqualified”, staff. We are investigating ways for team members to pursue NVQs through independent providers but this may involve long distance travel for part of the assessment process.

Future Service Developments

Targets

In 2005-6 we intend to focus our work on meeting the following targets:

“HEADLINE” TARGETS

1. Provide a full consultancy or mentoring service to at least 12 Member groups/visionaries.
2. Provide one or more other services to at least 8 other groups.
3. At least 50% of all these services to be to Black or Minority Ethnic Church groups.
4. Produce and distribute 4 newsletters at approx. 3-monthly intervals, with at least 2 issues having accompanying Discussion Papers.
5. Develop our client learning programme including running at least 4 network/learning events - involving an average of 4 groups in each event.
6. Offer significant support to at least 3 relevant networks.
7. Launch and market our “Changing Families, the Churches and Community” Resource Pack.
8. Develop CANDL Website as a resource including access to Contacts & Resources Database and further downloadable good practice material.
9. Produce an “Inclusion of Disabled Children” Resource Pack for churches.
10. Run 5 parenting support programmes (including *Strengthening Families*, *Strengthening Communities* courses) with an average of 10 participants.
11. Pilot our “Parenting Course Facilitation” training for churches.
12. Produce supplements to *CANDL Light* - 2 issues relating to Parenting Support and 1 issue relating to BME youth issues (produced by young people for young people).

“CONSOLIDATORY” TARGETS

1. Maintain and develop the “Covenanting” and “Learning Community” approach.
2. Develop the 3 Initiatives within CANDL’s work – BME Churches Support, Faith and Community Renewal, and Family Life/Parenting Support.
3. Proactively develop the awareness and good practice of churches around Keeping Children Safe.
4. Update CANDL “Who are we...?” pack and Initiative-specific promotional leaflets.
5. Pursue our Influencing Strategy in shaping and coordinating our involvement in wider policy/campaigning work.
6. Develop each of the 3 prongs in our approach to evaluation (Learning Organisation, ABCD and PQASSO) including in 2005 our own “quality tool/mark” for working with client groups and, in 2006, a “coming of age” evaluation of CANDL’s work.
7. Work with partner agencies to develop inter-faith relationships and resources.
8. Support the engagement of local churches with the Neighbourhood Renewal process, including Local Strategic Partnerships.
9. Develop CANDL’s role in support and accreditation of local community development learning, including Tower Hamlets College courses, NVQs, and student placements.

“EXPLORATORY” TARGET

1. Develop work focusing on inclusion of disabled children & young people, in churches’ community initiatives.

Initiative Strategies

Page 7 contains a diagrammatic representation of the proposed work of the three Initiatives within CANDL – this emerged from our team annual Strategy Days in March 2005.

Family Life/Parenting Support Initiative

The primary locus of this Initiative will be the development of parenting courses. Three further courses based on the Race Equality Unit's "Strengthening Families, Strengthening Communities" concept are already planned for between April and August. Thereafter, a programme has been devised under the title Parenting and Community Education (PACE) which relies for its funding on a combination of Barnardo's "in-kind" support, client or sponsor fees/contributions, and a significant application for a grant from the Community Fund/Big Lottery. We will not hear until July whether the latter has been approved. The programme has been devised to be self-funding from sponsorship and fees within 3 years. It is intended that much of the work will continue to be carried out in partnership with The Hackney Mediation Service.

The PACE programme involves tailoring the Strengthening Families, Strengthening Communities" course to a variety of settings, and developing a parallel young people's course, and a course for teenaged parents. Courses will generally be hosted by local churches, who will help with the groundwork needed to identify and encourage participants. Local people, primarily selected from those who have participated in courses, will be trained up as co-facilitators, to work with the PACE Co-ordinator in running future courses. The courses will be supplemented by follow-up workshops and support groups.

BME Churches Support Initiative

There are two intended foci for this Initiative. One is the development of a "Focus Group" of BME church members and leaders to inform CANDL's client and influencing/campaigning work in exchange for support in developing their own capacity and initiatives. Two meetings of such groups have taken place within the latter part of 2004-5 and further events are planned. The second focus is a youth participation project currently being piloted with Solid as a Rock (see page 32). The project uses the creative arts and incorporates some "rites of passage" work, to enable young

people to express their opinions on a variety of social issues, and engage with civil society. We believe that churches need to engage more creatively with young people, specifically addressing their empowerment. With our assistance our partner organisation, Visionadda, is drawing together funding to enable the project to expand to other BME churches in London.



Faith and Community Renewal Initiative

The aim of this initiative is to enable churches and other faith-based organisations to better engage with the neighbourhood renewal processes in their local areas. By doing so they will both themselves be better able to meet the needs of local children, young people and families, and ensure that their experience, insight and spiritual perspective informs regeneration and civil society. The role of churches should be recognised as often the only places which can “host space” for new initiatives. In 2005-6 the most significant

involvement for us is likely to be through the existing Tower Hamlets Inter-Faith Forum and, in partnership with Hackney-based organisations, the move to create a Hackney Inter-Faith Forum. Key longer-term aims are that the two local councils will employ and/or fund posts dedicated to resourcing faith groups engagement with renewal/regeneration processes, and the development of a Muslim sister project to CANDL – based on the findings from our Feasibility Study launched in January 2004.

Conclusion

2004-2005 has been a full and exciting year for CANDL, with several landmark developments – including establishment of the three “Initiatives”, our “Strengthening Families, Strengthening Communities” programme and support of Social Work student placements – and some radical thinking both around our approach and structure, and in areas of practice such as parenting support and our BME churches work. CANDL's services continue to be well-used and clearly highly-valued. The Project has, we believe, maintained its reputation for efficiency and professionalism coupled with approachability, which we will build on in the coming year.

The range of work the Project undertakes, and the depth of thinking which goes into it, give an indication of the dynamism of the CANDL

team which is always looking afresh at the "why, what, how, who, when and where" of our work. Inappropriate change within a project or in the community can be disruptive, but where change is either desirable or inevitable our approach has to be one of creating opportunities. This report shows that we have the potential and opportunity to help the churches make a real difference in the lives of London's children, young people and families in the year ahead. It feels very positive to be entering the seventeenth year of CANDL's working life with so many creative opportunities emerging, so many candles of hope being lit and nurtured within the communities we work alongside.

Acknowledgements

The CANDL team expresses its thanks to all the members of the **Advisory Group** in 2004-2005 and to the members of the **Islamic Work Feasibility Study Steering Group**. Appendix D details these groups.

CANDL is grateful too to the **Community Fund** for the grant, nearing the end of its third year, to develop our Family Life/Parenting Support work.

Barnardo's UK



Barnardo's works with the most vulnerable children and young people, helping them transform their lives and fulfil their potential. We are the UK's largest children's charity, supporting over 100,000 children and their families through more than 360 community-based projects and schemes. 34 of these are in the London, East and South East (England) (LEaSE) Region, where the organisation's work began in 1866. 2005 marks the centenary of the death of our founder, Dr. Thomas Barnardo.

We believe that the lives of all children should be free from poverty, abuse and discrimination. We use our expertise and knowledge to campaign for better care for children and to champion the rights of every child. Barnardo's helps children, young people and their families over the long term to overcome the most severe disadvantages — problems like abuse, homelessness and poverty — and to tackle the challenges of disability. Services are organised around six 'building blocks' which we believe every child needs in order to build a positive future:

- a family that can cope
- protection from harm
- emotional, physical and mental health
- a sense of belonging in the community
- opportunities to learn
- a stake in society

Barnardo's purpose, which succinctly encapsulates CANDL's own ultimate one, is expressed as to:

"... Help the most vulnerable children and young people transform their lives and fulfil their potential"

Barnardo's is an organisation whose inspiration and values derive from the Christian faith. These values, enriched and shared by many people of other faiths and outlooks, provide the basis of our work with children and young people, their families and communities:

- Respecting the unique worth of every person
- Encouraging people to fulfil their potential
- Working with hope
- Exercising responsible stewardship

Barnardo's is committed to ensuring equality of opportunity for its staff and for the children, young people, and families with whom we work. This is fundamental to the charity's high standard of work. In particular we are committed to preventing discrimination on the grounds of gender, race, marital status, sexual orientation, religion and disability. We will, at times, use positive action provisions in legislation.



Appendix B

Barnardo's London East and South East (England) Region – LEaSE

What can we offer you

Experience

Barnardo's has extensive experience in providing good quality child care services in London, East Anglia and South East England. We have well qualified employees who have developed specialist skills in their areas of expertise. Our Regional Management Team is experienced in developing new initiatives and encouraging strong relationships with other agencies.

Partnerships

Barnardo's has found that partnership arrangements with local authorities, central government and other agencies offer mutual benefits. To partnership arrangements we bring:

*Flexibility,
Analysis of need,
Forward planning,
Accountability,*

*Human resources,
Advisory groups,
Evaluation procedures,
Financial contributions.*

Policies and Procedures

All our child care work is supported by a range of policies and procedures which are reviewed regularly. These include the following:

- Race Equality Strategy
- Equal Opportunity Policy
- Care and Control Policies
- Complaints Procedures
- Staff and Volunteer Recruitment and Selection Processes
- Learning and Development Policy

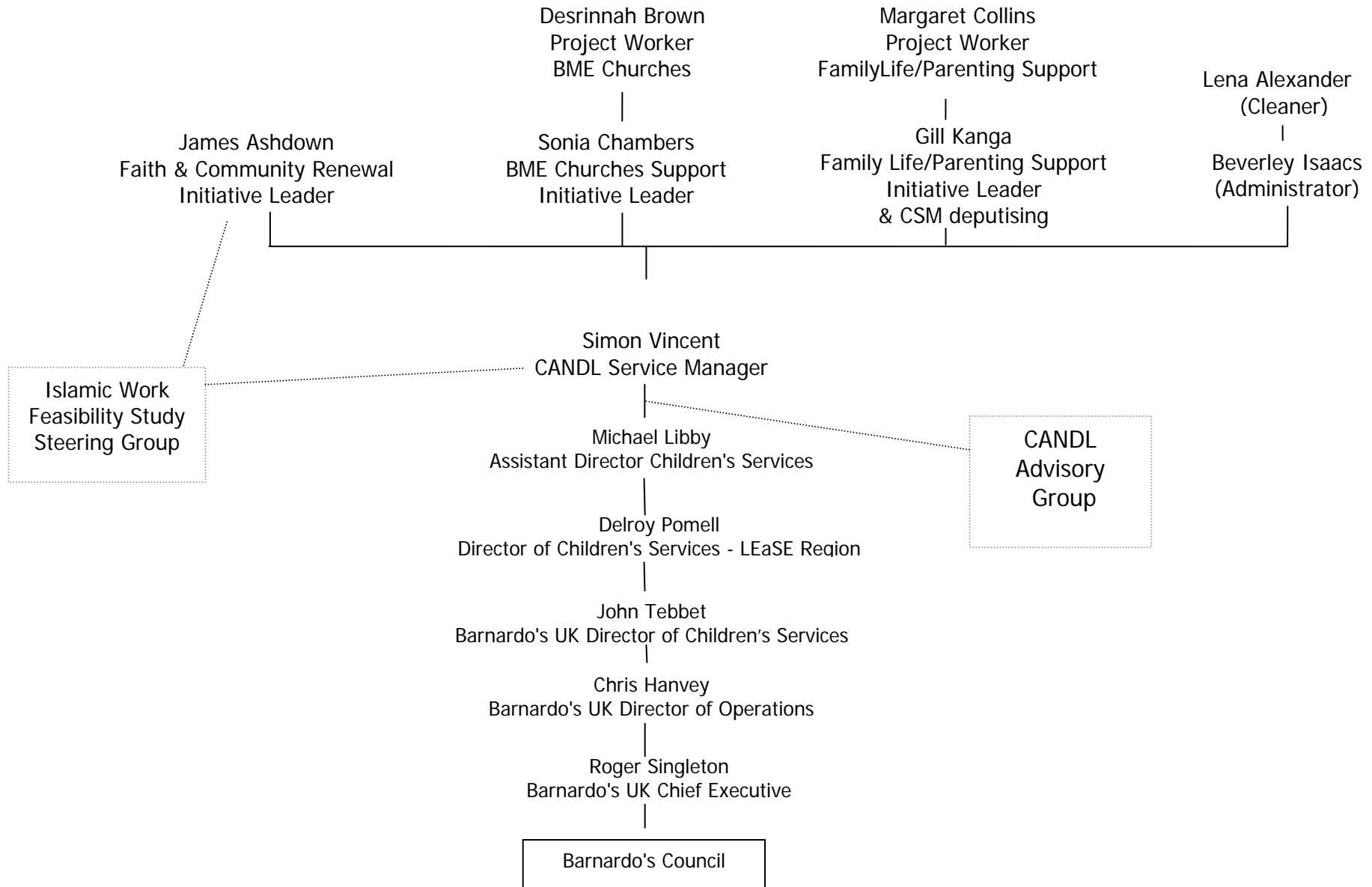
Clear direction

A rolling four year business plan ensures appropriate service planning and delivery. This means we can enter negotiations for new services with a clear understanding of how we can complement the plans of potential partners in local authorities or other agencies. All our projects are required to have a clear statement of aims and outcome objectives which include performance indicators and targets. Quality assurance and evaluation are therefore built into our service delivery and management systems.

A consultative approach and Support

We regularly evaluate our service provision with service users, partners, professional advisory groups and staff. Our projects are supported by an effective line management system, financial planning structures, information technology, property services department, learning and development team, and a policy and research unit which keeps the organisation up to date with practice, professional and legislative issues. In addition, Barnardo's is pro-active in highlighting social problems and campaigning for social change.

CANDL Organisational Chart - April 2005



Appendix D

CANDL's Advisory Group

The aim of the Advisory Group is to assist the Project in improving and developing its services by sharing with the staff in the discussion and exploration of issues, current and future, regarding the project's work. It has proved a vital sounding board over the years, helping us reflect on CANDL's overall direction and providing one of the strands of Project "accountability". We are grateful to the group's members for their commitment and valued insights. CANDL will continue to review the membership of the Advisory Group in the coming year, to ensure it reflects both the range of the Project's clientele, and the areas of expertise and knowledge we need as input.

Joy Fraser
Sister Simon Catlin (Westminster Interfaith)
Eustace Constance (New Testament Church of God)

Geoffrey Court (The Circle Works)
Rev.Vaughan Jones (Praxis)
Michael Libby (Barnardo's ADCS)

Islamic Work Feasibility Study Steering Group

Along with CANDL staff this group oversaw the process of launching the feasibility study into developing CANDL-style work with Muslim groups in Hackney and Tower Hamlets. The study was carried out by *Faith in the Future* and their report was formally launched in January 2004.

Sister Simon Catlin (Westminster Interfaith/CANDL Advisory Group)
Asma Khawaja (Faith in the Future) (*until Aug.2004*)
Mr.Hafiz Maulana Shafiqur Rahman (Muslim Chaplain at London Hospital)
Lema Hamad (Faith in the Future) (*from Jan.2005*)

Cllr.Faizullah Khan (Faith in the Future)
Yahya Hafesji (Faith in the Future) (*Aug-Dec.2004*)
Rev.John Webber (Bishop of Stepney's Interfaith Advisor) (*until May 2004*)

Appendix E

Statistics re CANDL's work

Over the year 2004-2005 CANDL's services can be quantified as follows:

1	Number of groups which used CANDL services	25
2	Number of consultancies	8
3	Number of mentoring relationships	7
4	Number of special projects (e.g. issue-orientated, work with groups of churches, work with para-church groups, etc)	14
5	Number of groups receiving fund-raising services	9
6	Number of groups receiving evaluation services	7
7	Number of groups receiving research/profiling services	3
8	Number of groups receiving training services	5
9	Number of different "denominations" engaged with * ¹	15
10	Number of ecumenical groups/projects	7
11	Proportion of client work with BME groups * ²	48%
12	Proportion of Hackney-based groups	44%
13	Proportion of Tower Hamlets-based groups	16%
14	Proportion of groups based in Southwark, Lewisham or Lambeth	24%
15	Proportion of groups based in other Boroughs or working across several Boroughs or wider	16%
16	Number of networks engaged with * ³	66
17	Number of partnerships * ⁴	9
18	Approx. number of annual end-users/"beneficiaries" of initiatives we have worked with* ⁵	1900

Services operated or planned

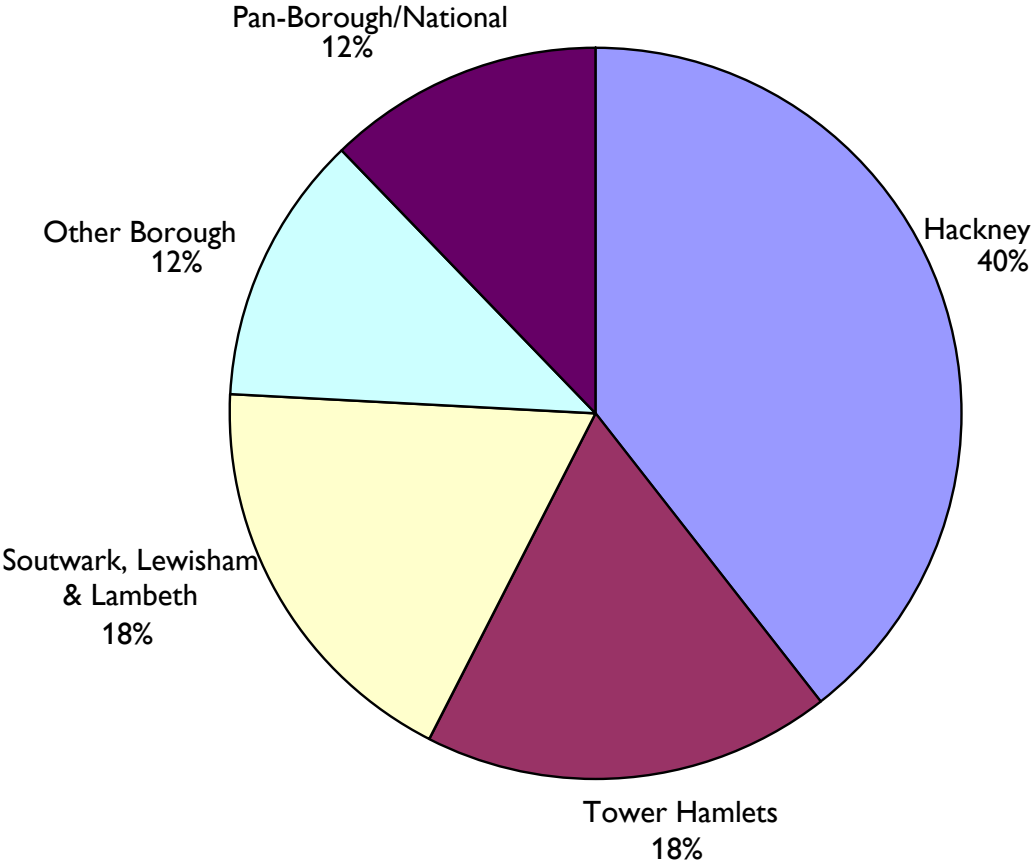
Multi-purpose community facilities	8
"Out of school" projects with children and/or young people	7
Education/Training projects	6
Parenting/Family Life Support projects	5
Under 5s projects	3
Regeneration initiatives	3
Homelessness initiatives	1
Other/Miscellaneous	6

Some groups have more than one "service" output

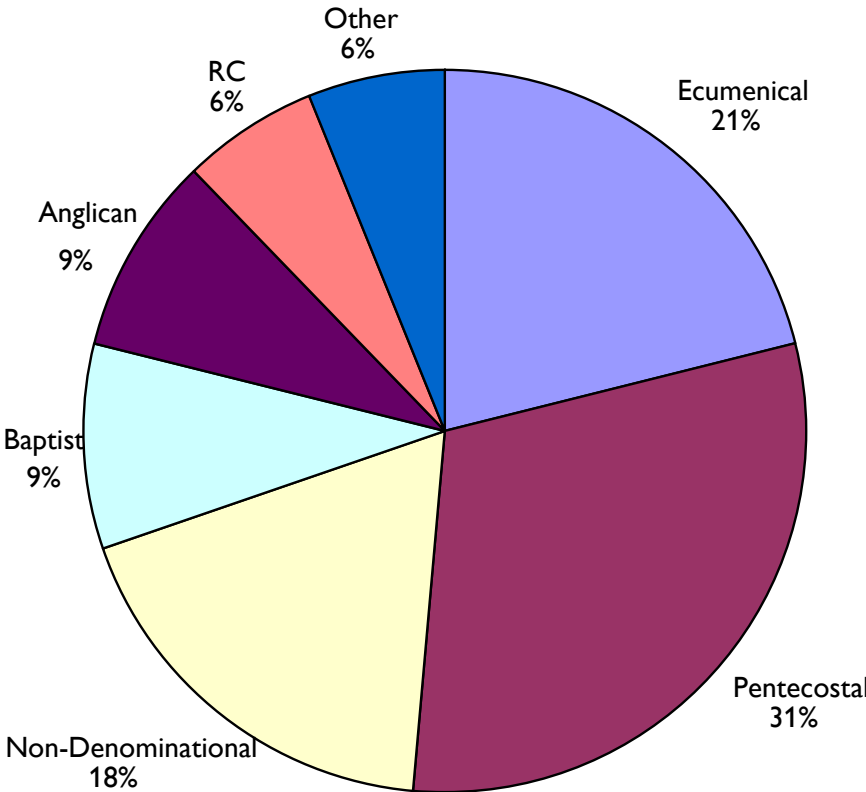
- * 1 - some "denominations" are national/international grouping, others are single independent local churches, with a range in-between.
- 2 - this proportion fairly accurately represents the "weight" of workload too
- 3 - CANDL's role ranges from simple information getting/sharing to a more proactive developmental one. This number does not include any internal Barnardos networks.
- 4 - including formal agreements and informal but active co-working.
- 5 - clearly the number here is a very broad guess of people benefiting from the work carried out this year (not including those ultimately benefiting from our networking which feels impossible even to guess at). The precise impact of CANDL's contribution varies enormously and is probably impossible to quantify - much of the work is developmental and yet to produce its planned outcomes, but the intention here is to give some idea of the number of people who get significant "one-step-removed" benefit from our services.

The Spread of CANDL's work in 2004-2005

Geographical



Denominational



Appendix F

CANDL's 2004-2005 Targets Review

"HEADLINE" TARGETS	STATUS	COMMENTS
1. Provide a full consultancy or mentoring service to at least 12 Member groups/visionaries	Surpassed	13 groups/visionaries
2. Provide one or more other services to at least 12 other groups	Achieved	12 groups
3. At least 50% of all these services to be to Black or Minority Ethnic Church groups	Almost achieved	48%
4. Produce and distribute 4 newsletters at approx. 3-monthly intervals, with accompanying Discussion Papers	Achieved	4 issues of <i>CANDL Light</i> - 3 discussion papers
5. Develop our client learning programme including Good Practice Raids, network lunches, and Core Skills courses, running at least 5 events – involving an average of 4 groups in each event	Partially achieved	3 events
6. Offer significant support to at least 4 relevant networks	Surpassed	5 networks
7. Produce a "Changing Families, the Churches and Community" Resource Pack	Achieved	Launch planned for May 2005
8. Develop CANDL Website as a resource including access to Contacts & Resources Database and further downloadable good practice material	Partially achieved	Further downloadable resources. Database access postponed to 2005-6.
9. Produce an "Inclusion of Disabled Children" Resource Pack for churches	Not achieved	Planned and in preparation
10. Run a "Strengthening Families, Strengthening Communities" course with at least 12 participants	Surpassed	2 courses completed, 3 rd in process
11. Produce a "Parenting Course Facilitator" Pack for churches	Achieved	Ready for piloting in 2005-6
"CONSOLIDATORY" TARGETS		
1. Maintain and develop the "Covenanting" and "Learning Community" approach	Ongoing	Both need attention
2. Develop new CANDL promotional leaflets	Not achieved	Postponed to 2005-6
3. Proactively develop the awareness and good practice of churches around Keeping Children Safe	Achieved and ongoing	2 training events with churches + newsletter articles/info
4. Upgrade and update core good practice Guide Notes for use outside the CANDL team	Partially achieved	2 completed, 2 in the pipeline
5. Develop networking and influencing work in support of BME Churches' community development	Achieved and ongoing	2 specific networking events held
6. Develop each of the 3 prongs in our approach to evaluation (Learning Organisation, ABCD and PQASSO)	Partially achieved and ongoing	See p.12 of this report
7. Work with <i>Faith in the Future</i> to pursue the outcome of the Islamic Work Feasibility Study	Ongoing	Funding constraints
8. Support the engagement of local churches with the Neighbourhood Renewal process, including LSPs	Ongoing	Focus has been through local inter-faith forums
9. Develop CANDL's role in support and accreditation of local community development learning, including Tower Hamlets College course	Achieved and ongoing	Primarily through THCollege CDWT
10. Pursue our Influencing Strategy in shaping and co-ordinate our involvement in wider policy/campaigning work	Ongoing	Strategy agreed. See 5.
11. Develop a new Project structure to reflect semi-autonomous "departments" within CANDL's work	Achieved	"Initiatives" established
"EXPLORATORY" TARGET		
1. Develop work focusing on inclusion of disabled children & young people, in churches' community initiatives	Partially achieved	Primarily newsletter articles

Appendix G

Case Studies

We have provided 6 case studies here which illustrate the ways in which CANDL's work contributes to each of the 6 over-arching outcomes for children and young people which form Barnardo's "Outcomes Framework". In practice, of course, work with our client groups will often be meeting more than one of these objectives.

1. Children and young people have a positive family life.

CANDL's Strengthening Families, Strengthening Communities courses

"Parenting is not easy. Parenting skills don't just fall from the skies." An obvious comment, perhaps, but one that all parents will recognise as true! The comment was made by the Police Borough Commander of Hackney when he attended the award ceremony of the first 'Strengthening Families Strengthening Communities' parenting programme to be run by CANDL in partnership with the Hackney Mediation Service, from May to September 2004.

SFSC is a parenting programme which aims to tackle personal, family and community issues in a spiritual and cultural context. Not simply a 'this is what parents should do' course, the programme places an emphasis on ways of avoiding violence in families and communities, and encourages parents to think about their communities,

and how they can work towards changing them. The programme is supported and monitored by the Race Equality Unit, which provides training for facilitators, and with whom all courses have to be registered.

Our first programme, which took place at the King's Family Centre, Frampton Park Baptist Church, was a resounding success, with eleven of the original twelve participants completing the programme.

Here are some of the comments made by participants:

"This course has changed my life"

"I have started to think about the community – I have never thought about it before"

"I have enjoyed listening to other people, and have really looked forward to it every week"

At the end of the course the group members decided they wanted to continue meeting together, and nearly a year on still do meet once a month to talk about issues that concern them, and to enjoy each other's company.

Following the success of that first programme, two more have successfully taken place at the King's Centre, and a very effective workshop programme has been run at the Children First Contact Centre, in Stoke Newington.

We believe that this programme really does make a difference. Parents are given time

and space to think about their relationships with their children, their partners, and their neighbours, and as a result, their self esteem and confidence grow enormously. One parent who took part in the first programme volunteered to help in the crèche for subsequent programmes, and has now been accepted on a child care course in September; a participant of the

second programme agreed to be a member of the Parents Panel at the annual REU conference, and another parent has signed up for the facilitator training taking place in September 2005. We hope that with support she will be able to help deliver our programme in 2006, and will encourage others to do the same.

“I thank God for this course”

(a participant in the second programme)

We thank the Kings Family Centre and Children First for the care and trust they have shown as this programme has developed, and we hope to give many more families the chance to change their lives in the future.

2. Children and young people enjoy emotional, physical and mental health

Children First Child Contact Centre, Hackney

One of CANDL's Project Workers provides non-managerial supervision to Annie Elliott, Centre manager of the Children First Child Contact Centre in Stamford Hill.

Children First Child Contact Centre Aims to alleviate the distress caused to children during and after a family break-up. Where there is no viable alternative, it provides a neutral venue where children can enjoy the company and love of their non-resident parent or relatives. Contact is child centred. Two types of contact are offered: 'supported' and 'hand-over'. The Centre is open for contact between 10 a.m. and 1 p.m. every Saturday. There are at least

four volunteers to facilitate each session providing low vigilance of a watchful kind where conversation is not being monitored and there are several families at a time in one room. No reports are made to referrers, court or social services. The children are brought to the Centre by the resident parent at the beginning of the session and brought back to the Centre by the contact parent at the end of each session. Volunteers manage the handover so that the parents do not have to meet.

Our current work with Children First developed out of an evaluation which we did with the Centre in 2002. Arising out of this experience Annie asked if James

Ashdown could act as her non-managerial supervisor. They meet on a six weekly basis where James provides the opportunity for Annie to raise the issues which she wants to. It provides a safe space in which she can talk about her work at the Centre and develop appropriate strategies for addressing any issues that have arisen.

James' work with Annie has facilitated ongoing contacts between CANDL and the Contact Centre: we have piloted some innovative parenting training (see above) and Annie has advised another CANDL client group about setting up a Contact Centre.

3. Children and young people are safe from harm

Grace Outreach Church, Southwark

On two occasions this year we have had the opportunity to do training work with groups specifically on the issue of keeping children safe from harm. One of these was with Grace Outreach Church, a Pentecostal congregation in Southwark, and grew out of a community profile we did for the church last year, which is providing the background for planning their community work.

Margaret and Gill worked with 16 church members on a Saturday morning. They began by giving each participant a sheet containing a number of statements concerning child abuse. Working in twos, they decided whether each statement was a fact or a myth. This prompted a significant discussion. Following on from this they looked at how the various types of abuse are defined, which again sparked off a very spirited and interesting discussion, people citing both personal and church experiences. For example, leaving children alone caused particular debate, with people thinking about this issue quite widely. The group was reminded that, although we were talking about keeping children safe in church, there was also an aspect of 'modelling' the things we do at home, in the church. One participant commented that what the

discussion was doing was opening up the debate, and enabling them to think about these issues in their particular situation, rather than simply being told what to do.

The group also discussed issues relating to safety; for example, not being in a small room alone with one child, taking children to the toilet, and the issue of actually having to touch young children when taking them to the toilet. Working together, the group decided what ways people could deal with these situations, and they decided that writing down what they did, telling their fellow workers, and explaining to the parents immediately they come to pick up their child, was the best solution for them.

The next step involved breaking into small groups and looking at a scenario highlighting good and bad practice regarding safety for children. A discussion was then facilitated around what made a 'child-friendly' church, thinking about: What messages do children pick up when they first come in? Are there photographs of the Sunday School staff around? Do the children know who they could go to if they have a problem? What about some pictures up on the wall affirming children?

Gill and Margaret also looked at the church's existing Child Protection policy, and ended the session by relating the good and bad practice scenario to Grace Outreach's present and future practice. The group agreed that they would continue the work they had started by looking at all the issues that had been raised, contacting CANDL again if they felt they would like another session.

This case study illustrates the importance of enabling churches who work with children and young people to have the opportunity to explore and develop their awareness of child protection needs. Although most of it is common sense, groups really find it helpful to have 'outsiders' facilitating and 'hosting' the space, alerting them to a range of issues, some of which they will do, or have thought about, and about some of which there will be uncertainties. We have found that particular words act like the touch paper on a firework – guaranteed to get everyone talking and, at the end of the session, we are always encouraged by people's comments and questions, which show us that practical learning has taken place.

4. Children and young people have opportunities to learn, enjoy and achieve

Good Shepherd Mission, Bethnal Green

Good Shepherd Mission has a well-established and broad ministry in Tower Hamlets, running a number of initiatives working with children and young people and their families. These include weekly groups for 2- 5 year olds and their carers and for under 2's, parenting courses, youth clubs, an annual summer week-long celebration for local children and young people (culminating in a community barbecue for around 1000 people on the

Friday evening!), and work experience for young people from local schools and colleges. Much of the work is done by volunteers.

CANDL staff provide separate non-managerial supervision to two members of the Good Shepherd Mission team. Fiona Perry is the youth worker responsible for the Monday club, a traditional open youth club for girls, and two clubs focused on the

Collingwood estate mainly involving Bangladeshi girls. She also works in Swanlea school and Raine's Park School providing mentoring support. James meets with Fiona roughly every six weeks to discuss issues which she raises related to her work. Margaret provides 4-5 weekly non-managerial supervision to the family worker at the Mission.

5. Children and young people belong and contribute to their communities

Young Tamils Project/Association of Tamil Parishioners, London

In our last Annual Report, we described the vision held by Mathew Manoharan, a Tamil, who wanted to encourage young Tamils to increase their social skills through activities such as volunteering and mentoring. Then, the vision was in its infancy; the past year has seen it begin to develop and grow, as the young people

have come together along with others in the community to form a new group, the Tamil Parishioners Association.

The aim of the ATP is to offer practical support and encouragement to the local Tamil community by providing mentoring to Tamil families who are disadvantaged by

language and culture. Almost all the Tamils who came to Britain in the 1980s arrived here as refugees, and many of them still suffer mental and physical stress, which is often passed on to the next generation. Many of the families are isolated, and will not turn to the statutory services for help, as this is seen as

shameful. Families do not take part in the 'ordinary' activities of the community – visiting the library or taking part in sport, for example, and they do not easily become involved in their children's education. It is intended that such families will be 'paired' with a trained and culturally sensitive mentor, who will be able to work with them, dispelling myths and encouraging them to access all the community has to offer. The scheme will also help older Tamils, who find it difficult to accept that they can integrate into British society without losing their cultural values; many refuse to integrate through fear, and become isolated and lonely.

It is envisaged that the young adults recruited over the past year through the Young Tamils Project will make up the majority of the mentors, after appropriate

training. These young people have the confidence to engage in the community, can act as role models to Tamil children, and are also aware of the cultural barriers that can hold people back. Thus disadvantaged Tamil families and individuals will be helped, and the original vision of the encouragement of young Tamil adults to volunteer within their own community will be achieved.

As before, CANDL's main role in all this has been to listen, and advise. The TPA has been awarded charitable status, a business plan has been written, and Mathew is now looking for funding to set up an office and employ a Tamil coordinator who will match up families and mentors. A management committee has been set up, which includes three young people, and it is intended that they

will be offered training in their roles and responsibilities in the near future. Mathew wrote to us to say:

“The CANDL Project team helped me to convert my thoughts and ideas in to feasible aims and objectives and as a result, today we have a charitable organisation that assists and supports young people. I sincerely thank them for their encouragement and support that made my dream a reality.”

One man's vision is coming to fruition; a damaged community is beginning to heal itself from within, and the next generation of Tamils in south London have been offered the opportunity of influencing positively the lives of those around them.

6. Children and young people have a social and economic stake in society

Solid As A Rock, Lewisham

Solid As A Rock (SAAR) is an energetic youth group based in South London that we have worked with over the last year. It is part of the community work of Alpha Apostolic Pentecostal Church.

The SAAR group meets in a hall on Friday evenings and transforms it into a place where young people engage in creative workshops such as drama, dance, computer graphics, cooking, design and art. The

weekly sessions are managed by a set of volunteers who support the young people in developing essential life skills through creative learning.

The creative approach used by SAAR is specifically aimed at engaging with black youths who are often marginalised and can be portrayed by the media as being angry, aggressive and apathetic towards society and political agendas. SAAR encourages young black people to develop creative strategies to overcome the disadvantages they may face in life and present them with an opportunity to express their feelings and experiences through dance and drama.

The SAAR volunteers are committed to the aims and objectives of the group and meet regularly to discuss and evaluate what does and doesn't work. One of the most effective elements of the program has been the recognition of young people as key players in the development of the dance and drama productions. The dance production begins with young people setting up a forum to identify issues which are relevant to their experiences of living as a black young person living in Britain. By entering into three weekly sessions of lively debates the young people eventually agree on the most pressing area of concern. With the support of the adult volunteers the young people are given the responsibility to write a script portraying the issues, choreograph dances expressing

their emotions and design appropriate props for the scenes.



Having worked alongside the debating forum for one of the SAAR productions called "Paying the Price" we found it interesting to observe the different stages of self development both with the young people and with the adult volunteers. In the first instance, although the young people were capable and confident in challenging the ideas and point of views put forward by their peers, they appeared somewhat apprehensive and uncomfortable with the concept of being listened to by adults. The adult volunteers struggled

to understand some of the phrases and words used by the young people and were unable to fully engage. By the end of the third session there was a marked change, the young people clearly encouraged interaction and participation with the adult volunteers who in return appeared more relaxed and receptive to what was being discussed. The evaluations of the sessions highlighted a development of mutual respect and consent, with the adults researching youth culture and the young people simplifying the language they used.

The creative programmes used by SAAR aims to support young black people in developing a sense of self-worth based on their ability to make choices in their lives. It is based on helping young people to acquire a sense of responsibility and accountability to gain the ability to thrive despite the adversities they may face. One of the overall aims is to encourage young black people to develop a positive sense of belonging to their community to caring for and respecting adults and their peers.

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- Challenging discrimination
- Promoting equality and participation
- Creating opportunities to deliver excellent services
- Making a positive difference to the lives of children, young people and their families



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