

Cultural Diversity Training

Tender

The Partnership Council is inviting bids for a cultural diversity training programme. The training will be designed to enhance knowledge and understanding about issues in the Black and Asian and minority Communities in Nottingham.

The target participants are local professional media personnel. This is a pilot project.

Above: The PC tender back in the June 2000 Onesheet.

Back in December 2000 a small URBAN grant was given to a local project which involved an exchange visit by young people from an African Caribbean and mixed race background. The project was reported in the Evening Post, and then National newspapers, in an insensitive and ill informed way which undermined the aspirations of the project and which many believed to be racist. Along with many independent representations the Partnership Council visited the Post to discuss the issue. From what was a very challenging start we have worked with the Post to begin to address some of the key issues.

The two key areas for us were to develop the relationships between our local community and Nottingham's primary news media organisation and to develop the local medias understanding of minority communities. With us the Evening Post have agreed a number of positive initiatives, including a pilot training event for their staff on Cultural Diversity. We tendered this work out and recruited BUILD to deliver the training. Below is a report from BUILD on the first training.

The sessions took place on the 5th, 12th and 13th of March. BUILD considered having the sessions at the Post building but eventually decided on the ACFF centre (African Caribbean Family and Friends) in Hyson Green. BUILD felt this was a positive decision because it brought the journalists out of their own environment into a new one. Some of the participants had never been into Hyson Green, so this gave them the chance to see visually what kind of activities and events the ACFF organise and for them to absorb alternative representations of Black communities.

By the end of the sessions the aim was for the participants to have gained a greater knowledge of Black people in Nottingham and Britain, for them to have explored the

prejudices within the white media and the black communities; and therefore be able to analyse alternative approaches of representing Nottingham's Black communities.

Most importantly was the need to develop closer links between the Evening Post and community organisations in Nottingham. This was seen as fundamental so the Post can contact community leaders if they want to gain an alternative perspective on articles regarding race. The sessions were also conducted to express some of the concerns of the black community about representations of themselves in the Post and the wider media; and also to provide the journalists with a community perception of the Nottingham Evening Post.

The sessions addressed numerous issues such as institutional racism. As regional newspaper and as a form of media the Post has a responsibility to report Nottingham's communities fairly and objectively.

The activities within the sessions covered many issues regarding race. One of these discussions was analysing the myth of a post Windrush presence.

This examined and challenged the often believed view that Black people's presence began in the 1950's with Windrush. Although there was a mass wave of immigrants at this time, the workshop looked at historical British Black settlers who are often overlooked.

Examples were Ira Aldridge who was an actor who came to England in 1807. He was a huge success and even shared a stage in theatre with other white actors. Others were Joseph Emidy who lived in the South West of England in 1799. He was a skilled violinist who taught and wrote music and also played at balls and concerts. Sir Samuel Lewis, who was born in Sierra Leone was a lawyer and died in London in 1903.

Part of the session looked at implicit racism in the September 2000 issue of the Post's 'Bygones'. This looked at a romantic and nostalgic image of Nottingham in the 1950's. It simply looks back at 'how things were'. There are various references to define that decade such as Elvis and James Dean. Important events listed were Ken Dodd's first professional performance in Nottingham in 1952. The point is that in this publication the realities of Black people in Nottingham at this time are not recognised. The negative points such as Black people were forced into jobs that white people did not want to do, and the positive contributions such as Eric Irons Nottingham's first Black magistrate in 1958 are completely ignored.

There was also a session on acceptable terminology when describing different races. Because journalism is based on words and definition, this part of the session was seen as a practical way of allowing the Post staff to understand how certain people may want to be referred to.

In the first session, the programme also incorporated a workshop on the press coverage of the 1980's race riots. However, during the last two sessions this was removed from the programme for a number of reasons. The first reason was because

the event is quite dated. Also some of the Post staff were defensive about this subject. Some seemed unable or unwilling to see arguments, not necessarily from a Black perspective, but from any other angle than their own. This created some tension in the first session.

After looking at the evaluation sheets from the first session, it was apparent that the Post staff wanted more information on terminology and identity issues. BUILD agreed that the programme was adaptable and incorporated more of what the participants requested and therefore took out the race riots coverage.

However, John Grubb, the deputy editor of the Post shared with BUILD his concerns about some of the attitudes and behavior reflected within the paper. This genuine commitment by the Post was greatly appreciated by BUILD staff.

After this first session we were a little anxious about how the second session would go. In the end they ran a lot better, partly because BUILD incorporated more of what the Post staff wanted and partly because the participants were willing to listen and participate.

There were points of contention and disagreement in all of the sessions, but this was welcomed because the purpose of the sessions is to be honest and discuss issues. It is understandable and acceptable that not everyone will have the same views, especially on an issue as broad and sensitive as race.

From evaluation forms filled in by the Post staff after the sessions, it was apparent that most of the staff had gained a greater knowledge of the experiences of Black people and their presence within Nottingham and Britain. However, many of the participants felt confused on the terminology of how to describe different ethnic groups and how these groups wish to be defined. After some discussion the session came to a conclusion that everybody, even within the same race likes to be defined in different ways. It was agreed that the best option would be to ask individuals how they would like to be defined within an article.

The sessions have had a positive outcome. Subsequent to the sessions, members of BUILD had a meeting with the editor and deputy editor of the Evening Post, which was progressive. The 3 sessions given were a pilot, and it is not expected for a newspaper to change their policy immediately. Progress and changes take time, dedication and cooperation.

The Post recognised that they do need more training and that change cannot occur within 3 sessions. They are enthusiastic about forming links and partnerships with community organisations by using BUILD as a mediator to do so.

There are also a number of journalists within the Post who are enthusiastic and genuinely want to make a change. The initial signs of an improved Post regarding representations of race are emerging.

Danny Robertson
BUILD

Partnership Council

Cultural Diversity
see back page

Residents, Businesses, Voluntary sector, Public sector, Area 4 and Friends

June 2001.. No. 38

Onesheet

Exclusive information for forum members & other participants

Feeling creative?



A community engaged in leisure & cultural activity

See page 7
ESF
94% spend

Developing a local **creative Strategy**
See centre page

Creative consultancy opportunity
See centre page

Artist in Residence opportunity
See centre page

Residents: Joint Forum
Voluntary Sector: Meetings
URBAN: Key Fund list
Youth Forum' poster

onesheet

The onesheet is exclusive to those who are part of the Partnership Council forums or who are friends who actively participate in the organisations work.

The Partnership Council aim is to act as a bridge builder so that all those who live and work in the local community can together influence decisions about local services, facilities and projects. We work with Residents, Voluntary groups, Public sector organisations, Businesses and the local City Council Area Committee.

The aim of the Onesheet is; to help communicate information and opportunities amongst those participating within the Partnership Council. It also aims to encourage participants to develop their skills, knowledge or experience and to promote achievements of work and participants.

Inclusions

The Onesheet is mailed regularly at the beginning of each month. We occasionally take articles and adverts for activities and events which are related to our partnership work or include such material in our mailouts.

Please note that we cannot commit to include such information. Similarly, such items may necessitate a contribution to supporting mailing or distribution.

Please contact the Partnership Council office on 970 8200 before sending information.

Media

If you are, or work for, a media organisation or publication such as newspaper, community newsletter, radio etc, please do not use information from the Onesheet without checking it past us first.

The majority of information is fine for wider use however some information contained within the Onesheet is targeted specifically at Partnership Council participants and not for general release. Please be courteous and call us about using information from this Onesheet. We also ask that any sourced articles must respect the immense hard work that is put into projects by hundreds of people and include appropriate credits for the origin of the project as well as its funding.

Partnership Council . 47 Gregory Blvd . Hyson Green Nottingham . NG7 5JA . Telephone: (0115) 970 8200 mail@partnershipcounc.demon.co.uk



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NATIONAL LOTTERY CHARITIES BOARD

EUROPEAN COMMUNITY Structural Funds (URBAN)

Internal Information

Partnership Council Forum Representatives

Business Sector Forum
PC Richard Hawthorne, Peter Lowery, Issan Ghazni.

New Basford / Forest Fields Resident Forum
PC Shaghofa Shan, Vacancy, Vacancy.

Going Forwards Committee
PC John Taylor, Marcia Watson, Iftikhar Ahmed, Gary Long (sub).

Hyson Green Resident Forum
PC Mike Rowe, Donna Payton, Michael Briscoe.

Radford Resident Forum
PC David Roberts, Phil Mattias, Wendy Brewer.

Public Sector Forum
PC Mick Stringer, Farah Jamil, Mark Pollack.

Voluntary Sector Forum
PC Julian Adams, Michael Henry, Sophia Ramcharan.

All Reps on Partnership Council sit in order to represent their Forum not themselves or their own individual organisation.

Previously we have listed the Partnership Council Forum reps who have sat on the New Deal for Communities (NDC) Interim Partnership. This interim group has now dissolved and NDC has become a company limited by guarantee with its own board directors. When we have a list of who's who and what, we will print it as an article in a future Onesheet.

Complaints procedure

The Partnership Council has a complaints procedure which is available to anyone to use if they have a complaint to make about the Partnership Council. For information or a copy of the complaints leaflet please contact the Partnership Council office on 970 8200.

Spring 2001 Clean

As a review of April's Spring Clean campaign is being put together there are some excellent achievements are coming out. The normal weight of rubbish cleared on Saturday clean ups is around 12 Tonnes a session. With the Spring Clean campaign the City has been given over 40 tonnes a session! Some of the information learned through Spring Clean is already being suggested for use across the City. Thanks to all the Volunteers as well as the Body Shop and Transco gang who helped out. Well done to everyone.

Leisure Centre NCC Press Release

Work on the city wide leisure facility continues. Conceptual drawings have been produced incorporating leisure water, deck level swimming pool, large fitness suite, health suite, sports hall etc. City Architects are moving forward with the conceptual design looking at sustainability issues and how they maybe incorporated, for e.g.

*How heat might be recovered and re-used in any of the pool areas. *How rain water might be collected and used. *Using finishes on the outside of the building that would not need continual redecorating.

Special consideration is also being given to elements of landscaping and environmental improvements to the Forest Recreation Ground as a whole.

Various avenues of external funding are constantly being explored. Clarity is being sought from several funding bodies on what the criteria will be for potential funding in 2002. It is anticipated that, in the Spring of 2002 public contribution will be sought to help profile the visual concept of the facility. Once all work has been completed a planning application will be submitted, in all probability late Spring 2002. The projected start on site is 2004.

For further information please contact the City Council's Business and Strategy Team based within Leisure Nottingham on 915 2705.

Advertisement

TAKE 1 Studios

Presents DJ Skills, levels 1 & 2. Two nights a week, 60 hours total. Covering Basic: mixing, cutting, scratching, and much much more. These courses are free. Starts 18th June. Contact Take One. Tel: 911 0204 ask for Courtney.

Joint RESIDENTS FORUM MEETING

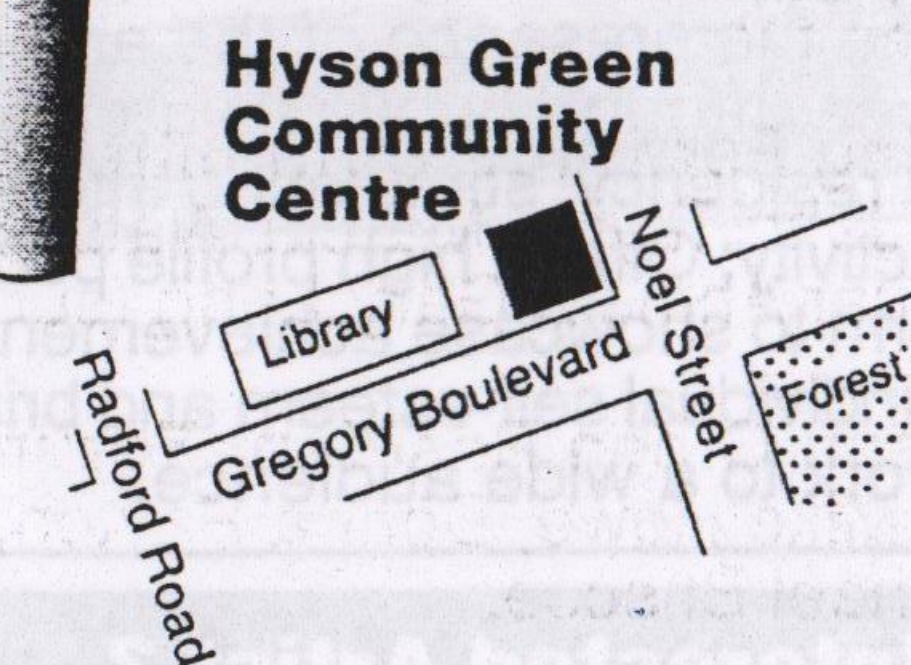
Joint Residents Forum Meeting - Monday 11th June

On Monday 11th June at 6.30pm at the new Hyson Green Community Centre on the corner of Gregory Boulevard and Noel Street; the first area wide Residents Forum meeting is being held and all local residents are welcome to attend.

The aim of this months event is to show how local people have helped shape and change local services over previous months. It will also look at how you can take part in this success in the future.

These meetings are a move on from the separate Resident Forum meetings. There will be a chance for people to find out how some initiatives involving local residents in improving services in the area (such as the Spring Clean Campaign and the Older Persons Forum) are progressing and an opportunity to get involved in these and other Steering Groups under the Community Plan.

Radford Hyson Green New Basford Forest Fields



There will also be updates on other projects and a chance to meet people from other areas as well as a buffet and refreshments. All forum members welcome. For further information please contact the Outreach Team at the Partnership Council on 970 8200. We look forward to seeing you there!

Radford, Hyson Green, New Basford, Forest Fields Residents Forum is for, and open to, any resident who lives in those communities. If you are not a member of the Forum and would like to join or find out more about it contact Paul, Martin or Rehman (The Outreach Team) on 970 8200. Other professionals may be invited to Forum meetings if you are interested in the Forum please contact Paul on 970 8200.

Voluntary & Community Organisations Forum

Is your organisation short of volunteers? Do you find it hard to recruit and keep volunteers?

A number of local groups have said these are both major issues for them through evaluation and feedback at Forum meetings.

Therefore the Forum would like to hear from any groups who might be interested in developing and/or managing a bid for a volunteer development worker.

We envisage the person being based locally and reporting to the Forum and its Planning Group although they will be managed externally.

If you might be interested in developing a bid either on your own or with another organisation, please contact Martin Curtis at the Partnership Council, preferably before the 21st June, on 970 8200 or via e-mail: mc@partnershipcounc.demon.co.uk

"I love the area, I love the people. There's something about Hyson Green that I don't think you get anywhere else. It is the feeling of belonging, of community, of being part of it."

Erica Beardsmore (Interview 1999)

Voluntary & Community Organisations Forum



1 Briefing Session

Thursday 21st June, 11.30am - 12.30pm

Where? - BESTCO, 32 Russell Street, Radford

Creche/child care available to unfunded groups and organisations if booked in advance.

Agenda.

* Conclusions from the Draft Local Learning Plan (SRB6).

*The priorities that SRB6 funding is looking to address and how SRB6 funding might be accessed by Voluntary Sector organisations.

* Information on funding in the area.

*Information on training in the area.

Plus: Opportunities for involvement. New Deal for Communities.

2 Annual General Meeting

Monday 16th July, 10.00am - 12.00pm

Where? - All Saints Community Care Project, 75 Raleigh Street, Radford. Followed by buffet lunch

Creche/child care available to unfunded groups and organisations if booked in advance.

Agenda.

* Community Plan - How can your organisation use it and be involved in shaping services and funding relating to: *A learning community. *A well planned and clean environment. *An economically strong community. *A caring and healthy community. *A safe community. *A community engaged in leisure & cultural activity. *A sustainable community. *An active and empowered community

* Election for Forum officers and representatives.

Artist in residence project

At Home with Art

Working Group 2 'Celebration, promotion, image and pride' have developed a project which will commission an artist (or artists) residency within the Partnership Council area.

The project being run by Angel Row gallery and City Arts will support the artist/s to develop a creative collaboration with local residents and develop their own work. The residency will aim to support the development of the artist/s own practice within the context of a community led regeneration process and involve genuine and meaningful collaboration with local residents.

The residency will be asked to create responses to the theme of 'Home'. The outcomes will be shown initially through a celebratory event within the Partnership Council at the end of the residency and later in the year will feed into the context of a high profile public platform an exhibition

at Angel Row Gallery and a concurrent exhibition at the Art Exchange

The aims of the project are: to celebrate the creativity and culture of life in the Partnership Council area; To promote a positive image of the area to people living both inside and outside; To stimulate and re-enforce pride in the achievements of people living and working in the area; Offer opportunities for residents to participate in a rewarding and inspiring creative experience; Re-enforce the presence of the arts in the area through public awareness of the residency, stimulating interest and activity; Offer a high profile public platform to showcase achievements, raise individual self-esteem and bring the work to a wide audience.

Interested Artist ?

Opportunities to take up this role have been advertised on City Arts and other websites and via various arts groups including Angel Row, City Arts, Emaca, Apna and local studio groups.

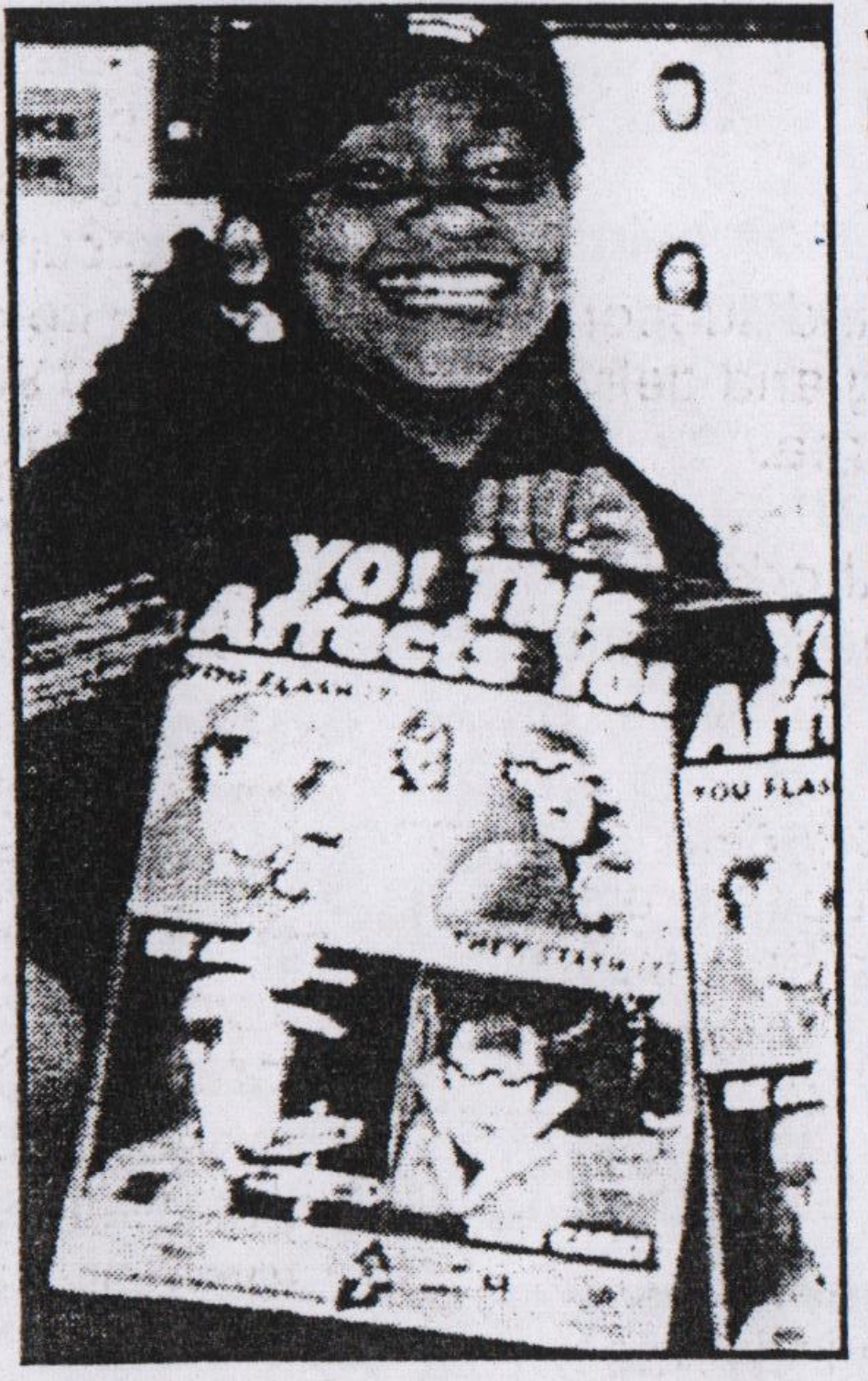
The deadline is Wednesday June 13th, by 5pm. Application forms are available from City Arts, 39 Gregory Blvd or contact City Arts, 978 2463, for further details.

Young People on community safety.

The 'Urban Activity Forum' is made up of 7 young people living in the Urban area of inner city Nottingham. They have recently produced a community safety poster and a personal phone card which has contact numbers on it of organisations that can help young people in times of need.

The young people thought that it was important to raise the awareness of personal and community safety within their demographic area, therefore they applied for a grant to help them with this initiative. They received £1740.00 from the URBAN Community Safety Fund and support from the local police and crime prevention officer.

The Urban Activity Forum held a launch of the posters on Thursday 17th May,



and over 30 people turned out to watch a presentation that the young people delivered. There was much appreciation shown for the hard work that the young people had undertaken.

The next piece of work that the forum will be planning is to put together a six week summer activities programme for young people living in Radford, Hyson Green, New Basford and Forest Fields.

After the summer the young people plan to produce a short play which will hopefully be performed in schools and youth provisions to raise awareness about personal safety.

If any young person living in the Urban area (Radford, Hyson Green, New Basford and Forest Fields) would like any more information on the forum then please contact Lisa Barker on 915 5848.



In order to build sustainability into creative activities in the area, Working Group 2 have begun developing a Creative Strategy for the area.

The fundamental motive behind developing this strategy is to support creative activity, to regenerate the local community and to encourage participation in both.

The first stage of that process is a 'foundation document' which is intended to promote discussion and gather consensus. After consultation and development of the final strategy the idea will be to promote and invest in the implementation of points in the strategy.

'Foundation'

This is the first time the development of a creative strategy has been attempted for this area. The development and implementation of the strategy will have to balance the need for consultation, participation and development with the need to actively achieve goals. It may also expect to potentially challenge some existing practice and also to make mistakes.

An effective strategy can only be developed with the active participation of both professionals and participants in the process. We would like everyone to take responsibility and positively contribute in order to enable this strategy to work.

Purpose of a strategy.

Creative work can make a significant and distinctive contribution to the regeneration of local communities.

Developing a local creative Strategy

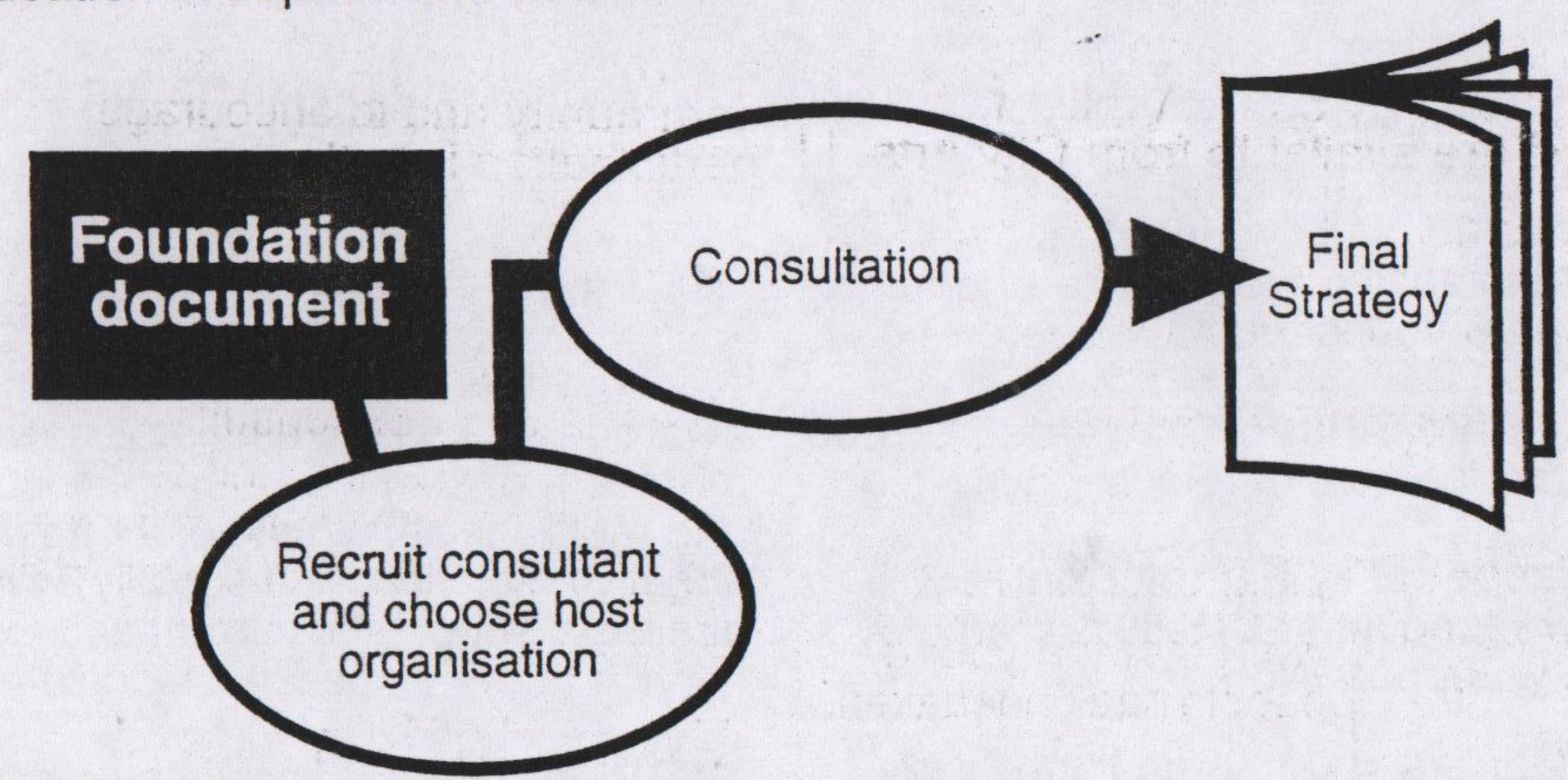


The Government in one of its recent Policy Action reports stated that along with sports, culture and recreation the arts "can contribute to neighbourhood renewal and make a real difference to health, crime, employment and education in deprived communities".

- 3. Inform, attract, shape and make future opportunities more accessible.
- 4. Encourage the equal involvement of practitioners and participants in influencing decisions.

- * Multi-cultural and Inter-cultural.
- * Ambassadors.
- * Grant schemes.
- * Other opportunities.

As yet no outcomes have been discussed or given to each of these potential objective. This would need to be done through consultation.



Developing the strategy.

The Working Group are looking to employ both a Consultant and Host organisation for the strategy. The Consultant will work in close partnership with the Working Group and other local organisations interested in this strategy to carry out consultation, develop the strategy based on the purpose, stated previously, and carry out day to day duties necessary for the completion of a final document. The Consultant would probably be expected to work part time for around six months. The Host organisation would take part by carrying out all the necessary employment and administration necessary for the Consultant to work.

In order to support, promote and enable creative work within a public context we have to develop a coherent strategy. One based on professional understanding, grounded in the needs of the community and which helps to bring different groups of interest together to meet the same goals.

Broadly the purpose of the strategy would be to:

- 1. Build a framework and set of principles for individuals, organisations and funders to place their activities within in order to more successfully support creative activities and sustainable regeneration of the community.
- 2. Encourage wider participation, support, investment and understanding of creative work and its role within the community.

5. Formulate criteria and support good practice in the funding and delivery of creative work in the area.

6. Develop better methods by which achievements and outputs can be measured.

7. Present specific proposals for action which initiate, support or develop objectives* laid out in the strategy.

Draft objectives within the foundation include:

- * Audience development.
- * Developing creative industries.
- * Outputs, monitoring & evaluation.
- * Information, networking & local audit.
- * Creative research & development.
- * Percentage for arts scheme.
- * Improved media relations.
- * Developing partnerships.
- * Recruitment & professional standards.

Expression of interest

If you are interested in tendering for either Consultant or Host please express your interest in writing to the address below. Initial deadline for expressions is Friday July 6th.

CREATIVE STRATEGY
Partnership Council
47 Gregory Blvd
Hyson Green
Nottingham
NG7 5JA

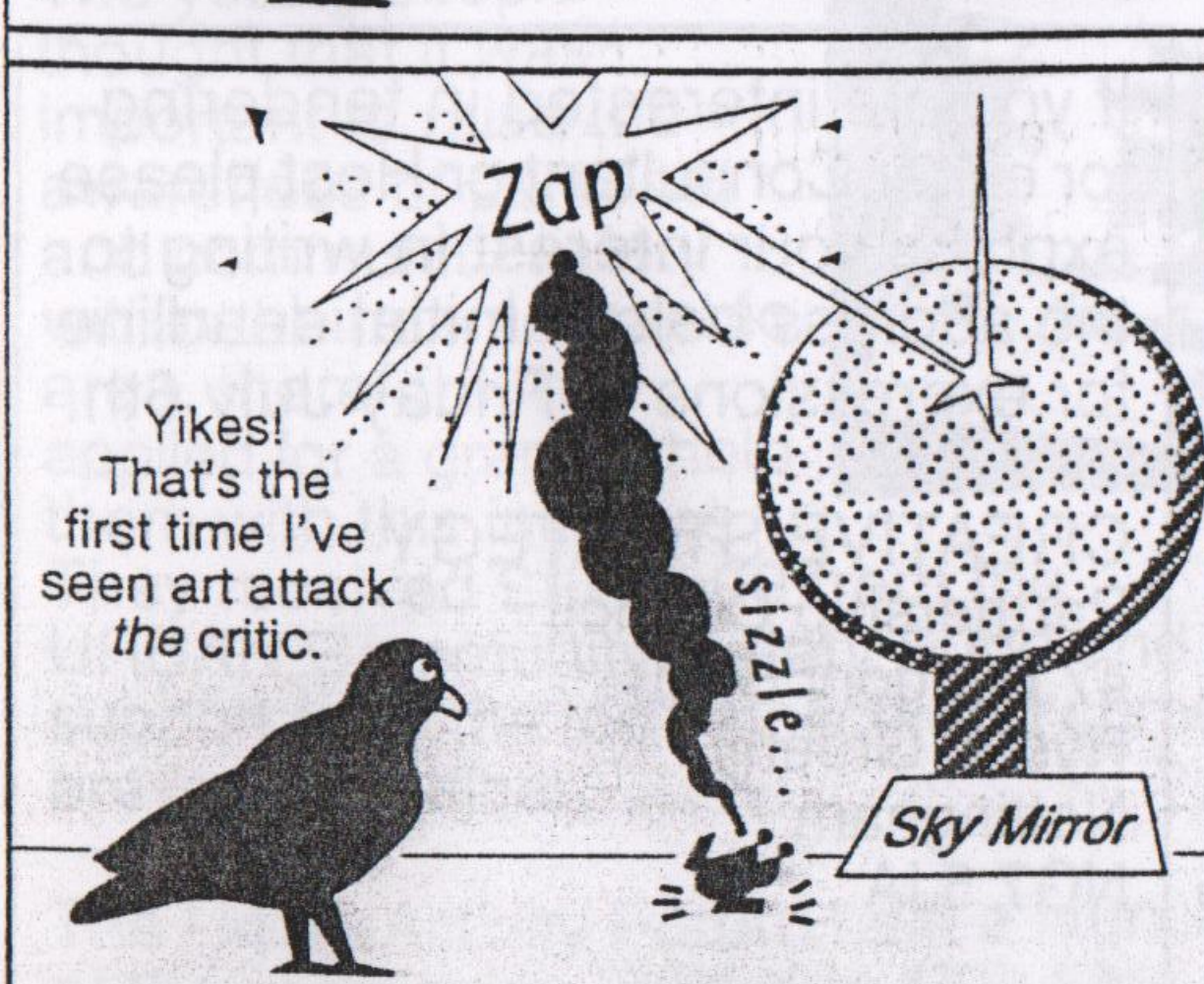
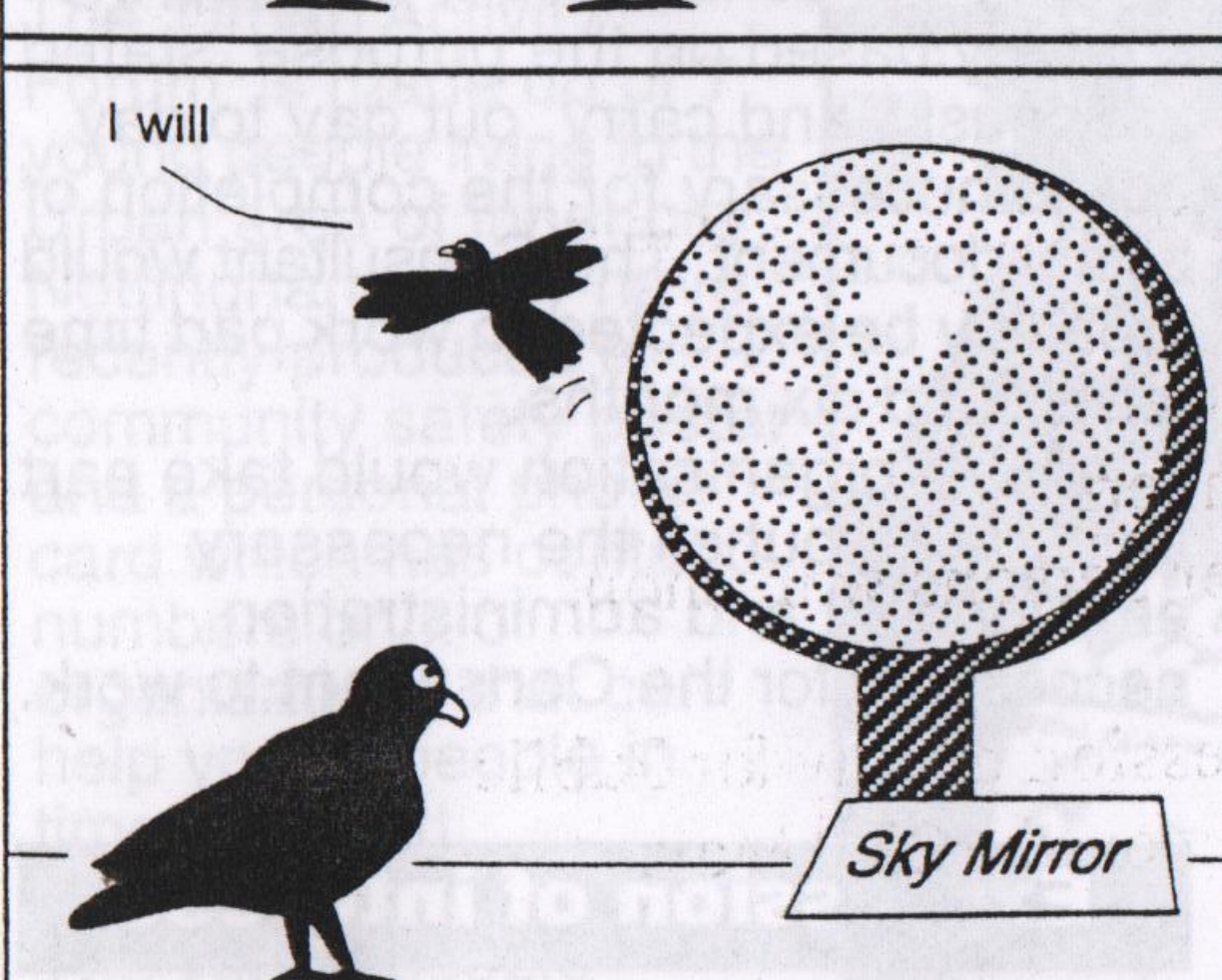
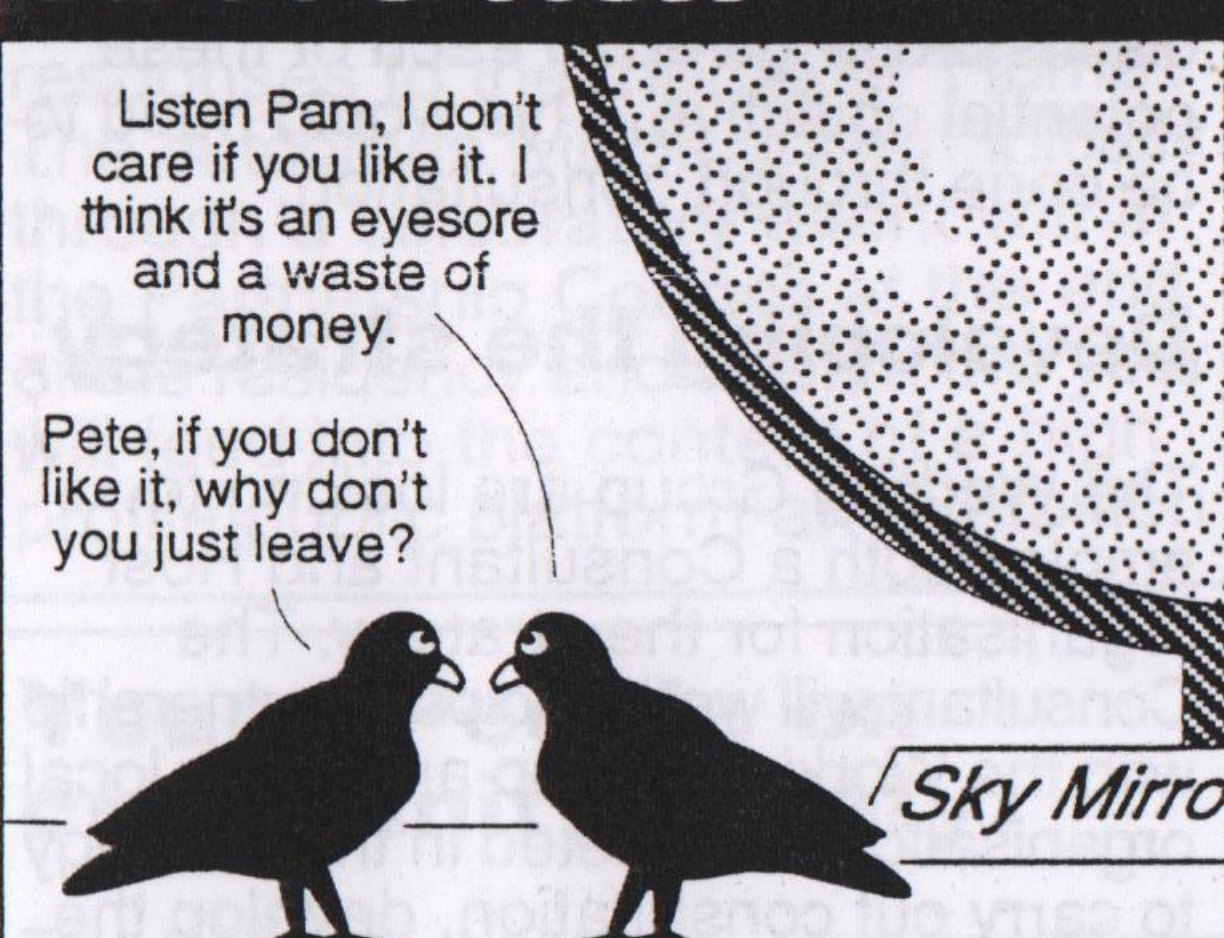
A great loss

It's very difficult in a world where loved ones and friends die. It's also hard to pick out one person you know as someone worthy of a mention when perhaps we don't write about others. This month however we have lost two friends. The first, Erica Beardsmore, was a long time resident, business woman, and community activist. Amongst much other work she was instrumental in setting up the Partnership Council. Another was Barry Lomas who was a resident member of Radford Forum. As well as secretary of the forum he helped out at many meetings and events.

Sometimes there are no right words to say how much someone meant to you or how much they will be missed. Both Erica and Barry were both liked and loved by many.

Our thoughts are with them wherever they may be.

Art re-view



KEY Fund funds!

As the Key Fund is now almost mid-way through here are some details about the groups and projects that have been awarded funding to date, and a few vital statistics.

Of all the groups applications presented to the panel, about 70% have been successful (approved or conditionally approved).

To date there have been 18 projects approved. A further ten groups have been 'conditionally approved', and a number of applications have been deferred with further information sought.

1. **ACFF** have been awarded £19,250 to appoint a 'Young Persons Services & Work Experience Co-ordinator'.

2. **All Saints Community Care** Project has been awarded funding of £17,428 to appoint a Project Worker. They have also received a further £1,800 towards the cost of I.T equipment.

3. **Build** will receive £24,998 to establish the LIFT 2000 project (Learning & Information Technology). This programme will take 26 black youngsters over a 6-month intensive programme of practical training & confidence building.

4. **Creative Solutions** awarded £1,000 towards the cost of relocation.

5. **Elizabeth Fry Family Centre** will receive funding of £15,897 to employ a Family Support Worker.

6. **Elizabeth Fry Family Centre** will receive £2,500 towards the cost of employing the services of a funding consultant.

7. **F.A.B.R.I.C** have been awarded £1,782 for equipment purchase. The group allows local people to come together, to receive training and develop skills.

8. **First Data** have been awarded £13,899 to recruit a training and development worker to establish an 'Access to Further Education' project. This project will increase the number of local residents progressing from community learning to mainstream education.

9. **LEARN** have been awarded £19,500 to appoint a Project Worker to support voluntary & community groups in the delivery and the monitoring of projects.

10. **Nottingham Deaf Society** will receive £25,000 towards the development of an I.C.T Learning Centre

for the local deaf community.

11. **P.A.L.S** will use the £14,760 awarded through the Key Fund to appoint a 'Volunteer Co-ordinator /Admin', to recruit and support volunteers.

12. **Qualitative Evaluation Project** will receive £25,000 from the Key Fund. This research project will qualitatively monitor a range of Partnership Council projects.

13. **Radford Care Group** will receive funding of £12,450 for an Assistant Manager/ Outreach Worker.

14. **Radford Neighbourhood Forum's** Video Project awarded £995 to market and distribute the video and to promote the area.

15. **S.C.Y.S** have been awarded £24,972 to recruit a full-time Centre Manager and a part-time I.T Co-ordinator within the Khalsatech Project. This project will set up ICT training centres for the Sikh community in 5 local Gurudwaras.

16. **Women and Regeneration** Steering Group received £420 to hold a consultation event and celebration.

SOCIAL ECONOMY

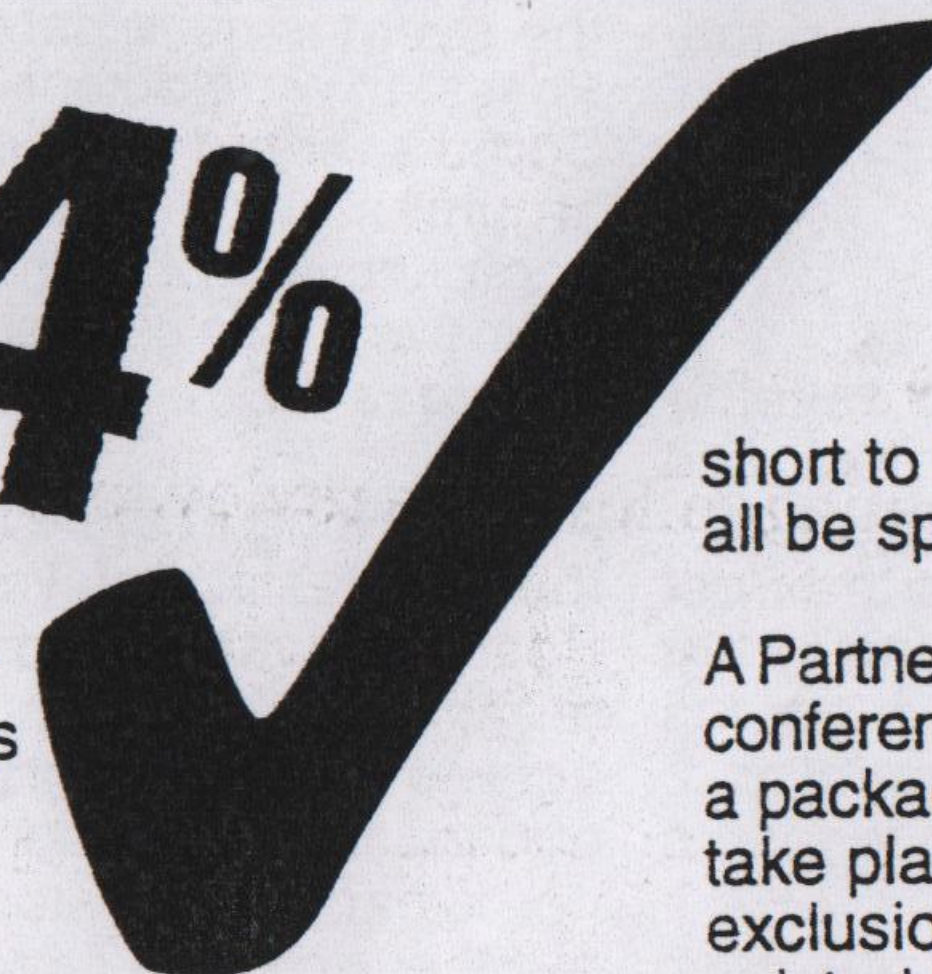
17. **Creative Solutions** have been awarded £59,592 to employ 3 new members of staff to oversee the internet and multi-media training of 24 trainees. Creative Solutions is a socially owned business supporting current and ex-service users of mental health services.

18. **Homecare** is a social enterprise providing support and assistance to individual 'disadvantaged' people in their own home. Homecare has been awarded £24,570 to recruit a 'Team Leader' to manage a team of homecare workers delivering services within the URBAN area. A further £12,972 has been awarded to appoint 3 trainees.

The next panel meeting will take place on the 14th June, with subsequent panel meetings taking place at the beginning of each month. Applications are accepted on an on-going basis until October 2001. For more information please contact Key Fund staff on 964 8156.

The Key Fund was initiated by the Partnership Council, managed by Nottingham City Council, and is supported through funding from the European URBAN initiative, New Deal for Communities & SRB.

94%



URBAN European Social Fund

short to be sure that the money could all be spent well and wisely.

The European Social Fund (or ESF for short) is one of the two funds which make up Euro-pean URBAN funding. We have committed and spent 94% of the funding allocated through us. A task that, in the fields of European funding, is significant.

Ike Ginn, of the City Council's Accountable Body, who oversee all the financial details of URBAN, said 'It is often the case that money is lost back to Europe because of underspend. It's not something many people know about. What makes this special is that the spend of 94% is so high. It has been reported that some cities and organisations have returned millions. An average a for similar funding programmes as URBAN may be around 75% - 80%".

The Partnership Council knew it was always going to be hard to deliver this part of URBAN and this was certainly discovered by the two Partnership Council Working Groups who undertook the task.

The difficulties were, in brief, creating a new approach, the lack of existing partnerships between the learning providers, a lack of Match Funding not directed at other projects (clean match funding), an absence of a strategy driven by the community and a nightmare of rules and regulations on how the money could be spent.

Furthermore the timescales were very

A Partnership Council 'Learning Legacy' conference provided a strategy in which a package of Learning initiatives could take place to address the social exclusion and lack of opportunity that existed in the URBAN area. A Grant scheme project - the now well known "Learning Legacy" - managed by Fast Forward was set up. Most of what was envisioned in the conference has been achieved, thanks in no small part to the dedication of the Learning Legacy team, and the projects spent their money well & effectively.

There are also other funded projects that did their bit, P.A.L.S, Cicero, First Data, and others who all accessed ESF funding as part of URBAN funded projects.

Sounds easy, but it isn't. There are some major difficulties, which are common to the other UK URBANs. These include; Finding Match Funding, Obtaining community approval for what is being delivered. Additionally with grants schemes there are further challenges to complete spending; bureaucratic balance between proper financial probity and local flexibility, the support for applicants on European Rules, identifying underspend early enough to redistribute funds. Grants schemes are also notorious for having unspent money handed back at the last minute.

And that's why committing and spending 94% of URBAN's ESF is such a significant milestone. Something that could not have been achieved with out a lot of hard work, by a lot of people, working together.

Staff Moving On.

Shirley Anne Whitely has recently moved on from the Outreach Team to a job in London. Before leaving she chatted about her feelings.

"I first read about the Partnership Council in the Arrow. It looked really interesting and I lived in the area. When I got the job it was a trainee post and its far exceeded my expectations of learning about working within the community sector. I've worked on a whole range of things learned about the whole politics of the community, all the different organisations and how they work. My ideals have developed, about how to involve people, the reality of it and the limitations of it and the fact that not everyone wants to get involved.

What's been positive is that although I was employed to do a specific task I've always had the opportunity of getting involved in a whole range of things. That's where I've developed knowledge and skills. On things like the young peoples forum, the working groups, the older peoples work, community planning, the womens group, SRB2, and the whole range of people. It has all been brilliant.

Working within the team has been really positive and the management as well. There are always challenges that I could point out but they've been really good and supportive in terms of really believing in me. I knew that I could get stuck into things knowing that if I did mess up that they would understand and support me.

Overall I've definitely seen things change and people having an influence over their lives. I've seen peoples attitudes change both in respect of residents to public sector and the public sector to residents and all sorts of things. The list could go on and on.

The most negative thing I can think of is when you don't think you're achieving anything. Sometimes that's tied in to not seeing any immediate results but that was early on because I had a perception of what I was expecting to see and I think that was based on social work where you go and help people. Over time I understand that we are doing things but that sometimes it has to take a long time. Changing peoples attitudes is the most difficult thing. There is also a big frustration with people who are working in the area who are negative. People who have the intelligence, skills and the power to get on and do things but who just sit on the sidelines and be negative.

In my own case I've also gained a much clearer belief in involving people and that everyone has something to contribute and has a right to have an influence over their lives and their community."

Staff moving in.

Welcome to Shirley Anne's replacement. Rehman Syed has taken up the post of Assistant Outreach Worker. Welcome.

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Funded through the Partnership Council from the European URBAN Initiative