

Investing in People Power

How grants to individuals unlock the
power for change

Lessons from the Lottery Millennium Award scheme, Scarman Trust
Community Champions Awards & other programmes

Titus Alexander, March 2018

Some of the thousands of people supported by The Scarman Trust's Community Champions' programme



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Executive summary

The lottery-funded Millennium Awards and Department for Education Community Champions programme were unique experiments in grants for individuals to benefit their community and develop their abilities. They ran from 1997 to 2008. Independent evaluations showed that the schemes attracted people new to community activity; boosted confidence, skills and knowledge; involved many more volunteers and beneficiaries; and activities continued beyond the Award (see §4). For many people they were a significant first step, the yeast which raised community action, which continues to rise many years later.

Key features which contributed to these benefits were that

1. Awards were **promoted nationally but run locally** by partner organisations who used existing networks and infrastructure to reach people within diverse local communities. Awards had credibility and visibility through national publicity, Award ceremonies and public recognition by high-profile politicians and celebrities.
2. Award recipients were given **training and support** to make the most of their grant, including mutual support processes, such as peer coaching, action learning and peer research, to build on strengths within their community.
3. The programmes **continued over many years**, creating local capacity, experience, networks, relationships and organisations to sustain community engagement.

The level of support by Award partners varied widely. The Scarman Trust developed peer support activities and campaign coaching to connect grassroots activists with the corridors of power, locally and nationally. Its Community Champions programme took an asset-based, solution-focused approach. This increased its impact and enabled people to influence public policy and practice for participatory budgeting, the treatment of self-harm, patient participation in the NHS, social enterprise and many other areas.

There was no systematic study of impact or progression routes following every Award, but many were life changing. Many recipients returned to education, got a job, created a social enterprise, started a campaign and became more active in their community as a result. Two independent studies provide evidence for this.

A few schemes continue at a local level. The Arts Council, Unltd and V-Inspired run small, targeted national schemes. But in most areas there is no support for individuals who identify a need or opportunity in their community, neglecting a very large resource for change.

A new national individual Award scheme would create a first rung for community participation and voice, building on the experience and lessons of these pioneering programmes. Any new scheme needs to recognise the importance of 1) experienced,

capable frontline staff to select and support recipients; 2) simple but effective systems; 3) high-level, long-term support from funders; and 4) political skills to influence services that are failing to meet people’s needs.

This report describes how Award schemes were organised and their benefits, with a summary of success factors in Section 5 and individual stories in the Annexes.



The Scarman Trust produced attractive, clear publicity materials to attract “can doers” – people who want to make a difference – and had a short, simple application process to make it accessible for all.

The 2018 Policy context

What contribution can individual awards make today?

There is widespread concern among the public, policy makers and politicians about democratic participation, community cohesion, mental health, wellbeing and many other aspects of society addressed by individual award schemes in the past. Some public services developed support for community engagement and participation, particularly in health, but the gap between the public and decision-makers remains wide.

Grenfell Tower, Hillsborough, North Staffs Hospital, sex abuse scandals and the persistence of domestic violence are just a few examples of the terrible suffering and high cost when public authorities do not hear and engage with people who identify problems in society.

Individual award schemes can support people who want to do something practical about a problem or opportunity in their local area. Community champions supported by the Scarman Trust tackled issues such as dementia, mental health, self-harm and survivors of abuse.

Individual grants bridge the gap between projects to encourage volunteering – such as [#iWill](#), [National Citizens Service](#) or [v-Inspired](#) – and small grants programmes for groups, such as Awards for All, [Children in Need](#), Community Foundations, [Power to Change](#), etc.

Individual grants also develop people's capacity to improve their area and solve problems. They enable people to have an active voice in their neighbourhood and work on problems facing society, which they have identified. They are seedbeds of social innovation.

The Prime Minister Theresa May said, 'Our democracy should work for everyone, but if you've been trying to say things need to change for years and your complaints fall on deaf ears, it doesn't feel like it's working' ([5 Oct 2016](#)). Individual grants can give people practical support and a platform to engage with public authorities from a position of greater strength. Individual Awards can create bridges between people, into the agencies which serve them, and to wider opportunities for influence.

They can contribute to a wide range of current policy initiatives, such as the [Integrated Communities Strategy](#); the [Estate Regeneration National Strategy](#), the [Social Value Act](#), partnerships in health and social care, devolution to cities and regions, and [National Democracy Week](#), among others.

These policies come and go with changes of minister or government. To be effective, individual awards need to persist and evolve, like the Duke of Edinburgh scheme, Girl Guiding and Scouts, so that people know if they see a problem or opportunity to do something for their community, they can get help to make a difference.

Projects that arise bottom-up, from individuals, always say something about the needs and priorities of local communities. They may be canaries in the mine, warning of dangers, or celebrations, sharing the joy of life, but together they create a stronger, more resilient and

inclusive society that benefits everyone.

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1. Introduction: a unique experiment

This Briefing describes how individual grant schemes work, drawing on the Millennium Awards scheme and Community Champions programme, to provide lessons for any funding agency which wants to empower people to make a difference.

Grants for individuals to do something they choose to do is a privilege traditionally available to few – an allowance from a rich parent or patron; a student grant when just 5% of school leavers went to university; or a fellowship or scholarship for high achievers in arts and science.

The Millennium Awards were an exception: from 1997 to 2004 a £200m lottery fund gave out £92.7m in one-year grants of around £2,000 (over £3,000 today) to more than 32,000 individuals to develop themselves and make a difference in their community. The grants, called Millennium Awards, were allocated by 100 partner organisations.

Although the amount was relatively small, and only for expenses, not living costs, it enabled people to do something they cared passionately about – to create a self-help group, community festival, share family stories, campaign training and much more (see Annex 1).¹

The Scarman Trust extended its Millennium Award scheme by persuading David Blunkett, then Secretary of State for Education, to create a new national programme in 2000, called Community Champions. This ran on similar lines until 2008, when it was closed by the DfE. It cost £3m a year (£4.6m today) to provide grants of £500 – £2,000 to individuals for community projects. Every year the fund supported an average of 1,800 Community Champions, 15,840 volunteers and about 100,000 beneficiaries. The programme was also run by intermediary partner organisations, chosen by nine Regional Government Offices. The Scarman Trust ran about half the grants. The rest were run by Community Foundations and Councils of Voluntary Service in smaller areas.

The overall cost of the scheme, in addition to the grant award, included 15% of the grant allocation for expenses by intermediaries; up to 10% held back by the Government Offices for administration; and central costs of their DfES funding, estimated at 5%, so that the total overhead per grant was about 30%.

However, individual Awards followed the great British tradition of setting up support for local initiatives for a few years, then scrapping it, so that the infrastructure, knowledge, experience and connections were wiped out or continue on a small scale in the margins.

¹ A database of all awards is held at the National Archives in Kew: <http://discovery.nationalarchives.gov.uk/details/r/C16338>

1.1 Diversity and benefits

Millennium Award winners and their projects were diverse. Over 19% of Awards went to individuals from black and minority ethnic communities and over 9% to individuals who identified themselves as having a disability. Over a third (35%) of participants in the Scarman Trust's Community Champions programme were from black and ethnic minorities, 52% were women and almost half were unemployed (48%) when they started.

Impact studies reported that 90% of Award winners said the community benefit of their project continued beyond the period of the Award; 65% continued their project after the funding finished; 25% said their project helped them gain employment (even though that was not a stated purpose of the Scheme). On average, each Millennium Award recipient put 148 days (1,100 working hours) into their project, about 26 million hours of voluntary work, or £156 million of people's time.² Most projects also mobilised an average of eight other volunteers. Interviews with a sample of former Community Champions in London between 2000 and 2008 reported that over 95% said it increased confidence and self-esteem, about 70% learned a lot about project management, and 70% said it helped their career prospects.

The London Community Champions "identified gaps in mainstream service provision and acted as a bridge between excluded communities and public services and were able to advocate for and represent their communities in local decision-making structures."³

Done well, small grant awards to individuals do three valuable things:

1. They enable people to address unmet needs or opportunities in their community;
2. They attract people into networks of support and community engagement, beginning a journey of learning, personal development and community improvement;
3. They develop personal confidence, knowledge and skills as well as projects, community networks and organisations, thus creating social capital.

Individual Award schemes are a powerful support for bottom-up change, giving communities access to resources, support and decision-making structures to make a difference about things that matter to them.

1.2 Successor schemes

Independent evaluators of both the Millennium and Community Champions Award schemes argued strongly that funders should adopt this model of investing in individuals. Several Award Partners built on the success of their schemes and got funding to carry on their programme, including Glasgow City Council, Groundwork UK, Link and some local Community Foundations. Other individual grants schemes have come and gone, such as Big Boost Awards for young people aged 16 – 25, Children Can Do for under 15s, and Can Do Health. The Millennium Commission itself created a £100m Endowment for [UnLtd](#) to

² The Millennium Commission, [Annual Report and Accounts 2004-05](#) and [archived website](#))

³ The Community Champions Awards Impact Report, London Region 2000-2008

give grants to individuals to start a social enterprise, which still funds a limited number of Awards of £500 to £15,000 each year.

All current individual grants schemes are designed to promote specific policy objectives and target groups, rather than respond to any initiative from the community. They include:

- **vInspired's [vcashpoint](#)** grants of up to £2,500 for young people aged 16 to 25 to improve the local community;
- **[Arts Council](#)** grants of £1,000 to £30,000; **[Hazel's Footprints](#)** which funds individuals doing voluntarily abroad;
- UnLtd works with **[local partners](#)** to develop its ecosystem to find, fund and support social entrepreneurs; and a few local authority or Community Foundation grant schemes.

None of these have the scale and reach of the Millennium Awards and Community Champions programme, which ran for over a decade. The Big Lottery Fund's Awards for All is an exception to the stop-start support for local communities, but it does not support that vital first step of an individual award.

1.3 Difference between volunteer and individual award schemes

Volunteering schemes have some similar features to individual awards and the community champions programme. These schemes include **[Beanstalk](#)** Volunteer Reading Help, Expert Patients, Home Start, Samaritans, Union Learning Reps (URLs) and many others. In London three councils run local "**[community champions](#)**" schemes which train volunteers to work with the local NHS, councils and voluntary sector to improve health and wellbeing.

The main differences are that the activities and purpose are decided by professionals who recruit and train people from the community to do voluntary work; the activities are not initiated by people in the community, and they do not involve individual grants. The similarity is that the work is voluntary, they meet needs not being met by paid professionals and they get support from peers and professionals.

Some community champions moved onto a volunteering scheme or even created one themselves to meet specific needs. Individual grants can therefore play a useful role in the larger ecosystem of community development and social change.

2. Why individual awards are powerful

Most grant funding for community activity is for constituted groups. This is a huge barrier to entry, particularly for people on low incomes. Community projects start when an individual or a few people see a need or an opportunity to do something for their community. People often just get on with it. They don't need to a formal constitution. They may not have the experience, knowledge, time or desire to formalise an organisation. Projects often take off because of informal support from an existing organisation, such as a community

association, development trust, faith community or school. But many reach a point where they need a little funding for a public event, materials and other costs. If the individuals involved don't have much money, the activity peters out and the initiative is lost.

An individual grant supports that critical first step. It enables someone to do something which develops confidence, experience, contacts and knowledge to grow as a person and contribute to their community. They can try things out, sometimes failing, but always learning and often leading to a new activity, group or project, which may become a constituted and eligible for funding or generate income as a social enterprise.

The empowering features of the Millennium Award scheme, Community Champions and similar programmes (compared with most other funding programmes), are that they:

- support **individual** community initiatives (most funds are only open to groups)
- support **bottom-up** initiatives (most funds set top down priorities)
- support people **starting out** (most funds go to existing groups)
- support **voluntary action** (most funds go to organisations with paid staff)
- have little paperwork (most funds have long application forms)
- offer **practical support** to achieve their goals and learn from mistakes as well as success (most funds have little or no support).
- build **relationships**, between Award recipients, the sponsoring organisation and others in the community
- give **recognition**, through an Award ceremony and certificate
- give people a little leverage to do things on their own terms

As a result, the people who got Awards were more diverse, and their projects more varied, than most grant schemes. Many had not been involved in their community before and all learn new skills by involving many more people in community activities.

Some schemes had an overarching theme or target group, such as people with disabilities, environment or youth. But most were open ended. The changing pattern of applications could show what issues concerned local people. As far as I know, no analysis was done, but I recall that there was a rise in projects about mental health and chronic health conditions (out of which Can Do Health and other projects developed); an increase in projects by refugees; and a growth in social enterprise, which gave rise to more targeted support and funding for these projects.

The Award schemes also enabled partner organisations to reach out more widely, involve more diverse communities and developed more sustained, supportive relationships with volunteers. Instead of recruiting volunteers to help run their projects, the Awards supported people with projects they themselves had developed.

The Scarman Trust also worked with other 'community champion' volunteer projects which provide training, support and sometimes status and subsistence for individuals, such as Union Learning Reps (URLs), health champions, befriending schemes and Home Start.

The benefits to individuals, the community and partner organisations are described in more detail in Section 4 below.

3. How Awards schemes worked

3.1 A simple but sophisticated model

The simple but sophisticated design of individual Award schemes was central to their success. Before going into detail, key features of the best schemes had:

1. National promotion and profile for Awards, distributed through partner organisations able to reach distinct networks of potential recipients
2. Partner organisations with both entrepreneurial outreach staff to support potential recipients and effective admin to get them started quickly
3. A light-touch application process which encouraged people to say what they really want to do and need to achieve it, rather than showing how they fit multiple criteria
4. Funding paid to individuals through a local organisation, such as a charity, community group, school or other public service, which created a light-touch accountability and support, so that there was almost no fraud
5. A system of mutual support and shared learning, including assessment of strengths and success factors at the start, action learning and workshops throughout, and evaluation at the end
6. Integration with local agencies and networks, leading to innovative partnerships in public services
7. Persistence: the fact that The Scarman Trust's award programmes ran for over ten years created relationships and recognition through local community networks, which reduced recruitment costs over time.
8. An exit strategy and high-profile celebration for Award winners at the end of each cycle.
9. On-going commitment to community champions: The Scarman Trust involved past recipients in its Community Fairs, training and other activities after their one-year grant finished, so that they and their community continued to benefit.

Good exit strategies included time for reflection, completion and closure for some projects; finding a job or education course to use and develop lessons from the project; or progression to a more ambitious project, setting up a social enterprise, charity or business. The Scarman Trust ran workshops on '50 Ways to Leave your Funder' to help people create sustainable projects that were not dependent on grant funding.

3.2 Success factors

The Community Champions programme continued much longer than other schemes, due to a combination of factors, including:

- the political skill and connections of The Scarman Trust's founder Matthew Pike, as well as high-level support from the Secretary of State, David Blunkett, at Education and the Home Office
- the entrepreneurial ability of regional directors and staff of The Scarman Trust, who created local partnerships, raised funds and built support across their area
- the commitment to supporting individual Community Champions in all their diversity, through an 'asset based and solutions-focused' approach.

This approach enabled The Scarman Trust's small grants programme to flourish for ten years through several changes of funding regime, starting with Millennium Awards, then from the Home Office, Department for Education, European Union and a variety of trusts and local sources. The programme ended in 2008 when the Department for Education cut the core Awards budget because it did not lead to accredited qualification. Millennium Awards ended in 2004, as originally planned.

3.3 The model in more detail

Millennium Awards and Community Champions were run on similar lines. The Millennium Commission invited organisations to bid for grants to run an Award scheme. About 100 partners organisations ran 111 schemes, such as:

- ★ Groundwork environmental projects
- ★ Jack Ashley Awards for Young Deaf People, which enabled 330 young deaf people aged 14-25 years across the UK to undertake challenges to boost self-confidence, develop leadership skills and deliver a community benefit;
- ★ Northern Ireland Environment Link
- ★ Prince's Trust 'M-Power' Scheme
- ★ Peabody Housing Trust, which gave me an Award to run 'Seeds of Change' workshops at Union Chapel in Islington, when I was unemployed
- ★ Pre-school Learning Alliance two-year Family Learning scheme, for which I wrote the bid and ran workshops for Award winners
- ★ Scarman Trust worked in all areas to support 'can doers', including a high proportion of ethnic minorities.

Schemes were diverse in size, scope and duration, often running for just two or three years, Some targeted sections of the population, such as youth, ethnic minorities or people with disabilities. Others prioritised types of activities, such as the environment, families, or social enterprise start-ups. Others prioritised geographical areas.

The Community Champions programme was run by 30 voluntary sector intermediaries in partnership with Regional Government Offices, voluntary sector intermediaries and networks of grassroots activists. The Scarman Trust was the largest intermediary, providing about half of the Awards.

The total budget for Partner organisations to run their scheme was 15% of the amount of the Awards (initially 10%). This was very tight, but it encouraged resourcefulness. The streamlined application process, peer support systems and collaboration with local agencies were all responses to the limited funding for admin.

3.4 Peer Support

The Scarman Trust offered an extensive programme of peer support for community champions, creating a suite of “power tools” for community action, including:

- Action learning, a structured process of mutual support (see Annex 2)
- Campaign coaching to support emergent campaigners
- [Digital Story Telling](#) in Wales to share experiences online, including a partnership with [BBC Wales](#))
- Introductory course for start-up social enterprises
- Organisational ‘health checks’ ([still offered](#) by a social enterprise spun off from the Scarman Trust)
- Panel Training for past community champions to scrutinise, interview and decide applications for grants Awards, mainly in Scarman Yorkshire
- Peer coaching so that more experienced champions could coach new champions
- Peer research to identify community assets (strengths) and mobilise local support
- Planning for Real, a highly participative way of planning regeneration schemes
- Trainer of trainers’ programmes for champions to deliver training on many of the above methods.

The Power Tool Kit, created by Tony Gibson, included deceptively simple methods for empowering local people to plan and develop their projects, which enable participants to have an equal say and make it impossible a few individuals to dominate the discussion,

such as the Prioritisation Target and Now-Soon-Later (pictured).



3.5 Integration with local agencies and networks

Individual Awards benefited greatly from support of local community networks and public services, most of it informal. This included the use of school facilities for community activities, joint projects with Primary Care Trusts, housing associations and community infrastructure bodies, such as community associations, councils of voluntary service, development trusts, settlements and other “anchor organisations”.

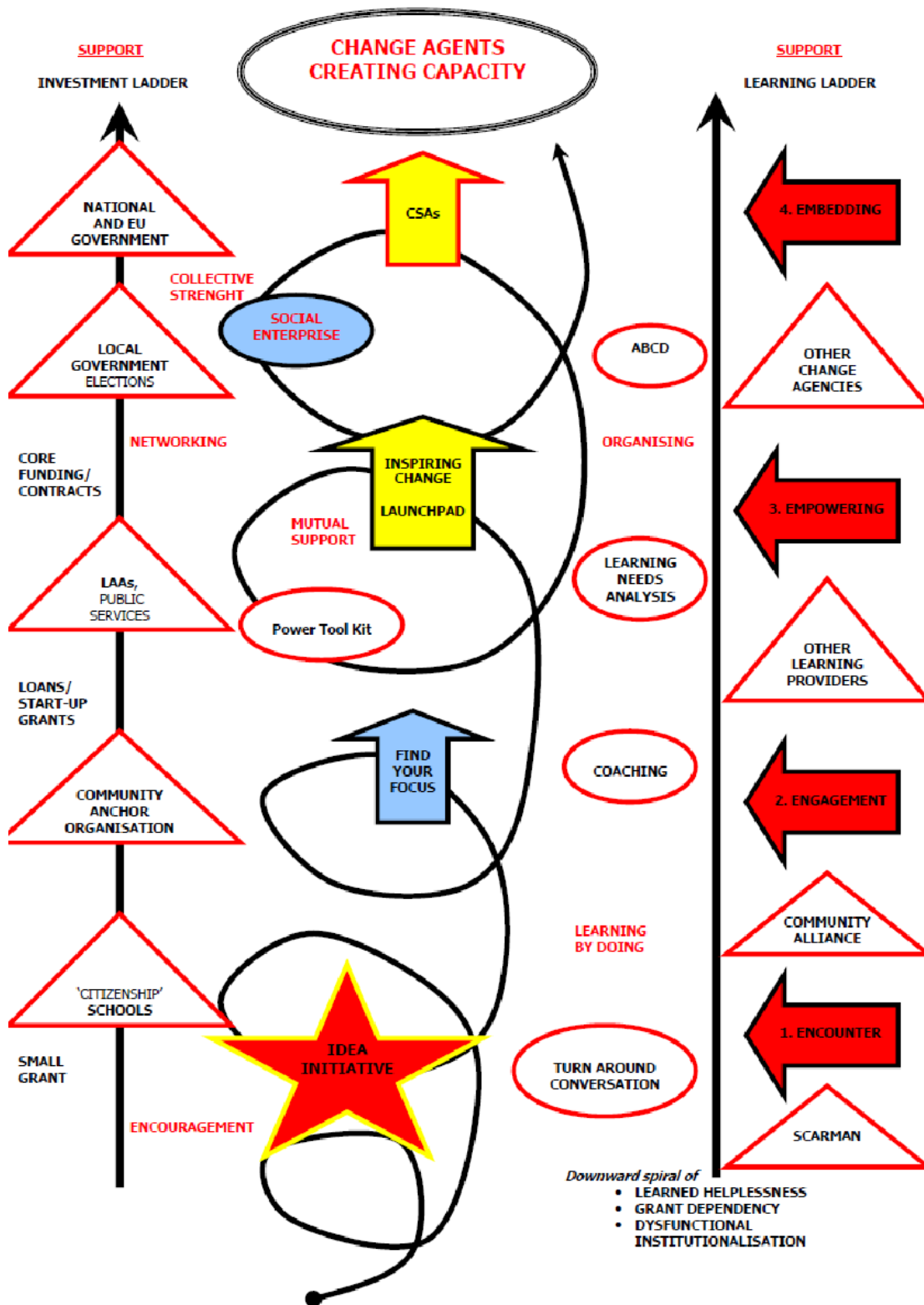
The involvement of grassroots community activists also created a ‘ladder of participation’ for community champions to take part in co-production of local services and have a voice in decision-making. The connection with Regional Government Offices, MPs and local councillors benefited both sides. MPs and regional civil servants received reports and attended annual Award ceremonies, which brought them into contact with a wide range of people, projects and issues that usually had little contact with politicians or officials. In return, these contacts made it easier for community activists to get support or have a say about things that concerned them (see diagram, The Scarman spiral of support for social change agents).

The Scarman Trust developed a model of Community Service Agreements through which public services could recognise the value contributed by community champions in return for individual small grants to continue. A few of these were set up, in Yorkshire and ‘Can Do Health’ in Brighton, but constant change in local government and public services has undermined most of these pathways. A few Clinical Commissioning Groups have used the ‘Can Do Health’ asset-based approach to working with people with chronic conditions.



Speaking up at a Can-Do assembly in Kensington

The Scarman spiral of support for social change agents



Mike Holdgate of the Scarman Trust drew this idealised spiral of support and engagement with community champions, showing key stages in the process. It contrasts the downward spiral of grant-dependency and institutionalisation with the asset-based approach (ABCD=Asset Based Community Development), which starts with a 'turn around' conversation and continues with active support, including courses (shown as upward arrows), coaching and workshops. These included Action Learning Sets and "50 Ways to Leave Your Funder". CSAs are Community Service Agreements, partnerships with local authorities to share the benefits of community action through grant funding or community budgeting.

3.6 Benefits of an asset-based approach

A fundamental principle of The Scarman Trust's individual Award programme was recognition and support for people's *strengths* or assets. Investment in community development is usually focused on what people *lack*. It usually involves an agency identifying areas of deprivation, doing a needs analysis and pitching for funds based on how poor, deprived and deficient people are in the area. It then funds experts, including community development workers, to go in and help people set up projects to meet the deficits. Under traditional funding models, deprivation itself is an asset, a way of bringing in money into an area, although most of it usually goes to professionals and businesses based outside the area itself.

The asset-based approach is the complete opposite: it starts by identifying people's assets and strengths, then investing in people who take the initiative to do something for their community. The Scarman Trust called them "Can Doers". The staff running the Community Champions programme were often recruited from within communities they supported. Their premises were often within well-established community organisations in the area, rooted in local knowledge, networks and support.

One underestimated role of individual Awards is that they are a way of attracting people with a spark ('can doers') into a network of support. Individual activists bring a great deal of commitment, experience and knowledge. When people are brought together, they can learn and grow more rapidly than on their own.

3.7 The power of persistence and scale

Short-term individual Awards are a drop in the ocean, particularly when they are taken up by relatively few people. They are valuable for beneficiaries, but it can take a disproportionate amount of effort to support them properly, and the lessons are lost once the scheme finishes.

When a scheme runs over a long term, like the Community Champions programme, Awards for All, the Duty of Edinburgh Award and V-inspired, it builds momentum as well as systems and experience, so that marginal costs fall and benefits grow.

4. What are the wider benefits of the Community Champions programme?

The Community Champions programme was extensively evaluated. Independent research commissioned⁴ by the DfES in 2004 showed the following benefits:

1. It **involved new people in community activities**: Most Community Champions had not led a community project before and most stayed involved after their funding finished. Most funding for the voluntary sector goes to projects run by people who are already involved. Research shows that a relatively small number of people are

⁴ See DfES Research report RB 550, June 2004, Evaluation of Community Champions Fund.

involved most community activities. The Champions programme was one of the few schemes which actively encouraged new people to become involved.

2. It **encouraged people to believe in themselves** and inspire others to make a difference in their community. 78% felt more confident as a result;
3. Over a third (35%) said they had greatly **improved their skills and knowledge** in leadership, organisation, management, administration and understanding how to move projects forward;
4. It allowed individuals to come up with **creative solutions** to local issues, providing a rich source of innovation and social entrepreneurship
5. It enabled people to **build skills, experience and networks** round a practical project they themselves have identified (learning by doing), and motivated many to take up further education to improve their ability to make a difference.
6. It **supported genuine voluntary effort**: each Champion spent at least 10 days on their project and sometimes 'all their free time' or 'their life' according to Champions. Most project (94%) involved other volunteers, on average nine per Award.
7. All Awards directly benefited others in their community, with an average of 56 beneficiaries per project, with a high level of attribution to the Community Champions Award.
8. It **fostered mutual aid, skill sharing and social capital** formation, as Champions learn from each other and work together to meet needs in their community.
9. It **stimulated longer-term community and economic development**. Most projects had a lasting benefit beyond the lifetime of the grant. Most (62%) planned to increase their involvement in community activities, while a third (34%) said the level would stay the same, and almost half (47%) had found additional funding to support their project. An in-depth evaluation in the South West (2006) showed that 96% of projects continued beyond the lifetime of the award, as organisations, self-employment opportunities or social enterprises.
10. It **attracted new resources to meet community needs**: many Champions created new organisations, or brought fresh energy to existing ones, to address needs identified by them and attract new resources from within communities – both physical and human – to meet these needs. Feedback from the Big Lottery Fund, Unltd and other funders showed that Champions were a significant source of successful new projects.
11. It **broke down barriers and stereotypes** about poverty and deprivation: because the Champions programme was not tied to particular policy objectives, groups or geographical areas it reached communities where there is great need but because of

their size or the fact of being scattered are omitted from measures of multiple deprivation used to allocate funds for other programmes.

12. It enabled individuals in challenging circumstances to **see themselves as assets** rather than problems: Community Champions who were ex-offenders, mentally ill, recovering from drug or alcohol addiction would not have applied to schemes which reinforce negative aspects of their lives. Yet by word of mouth and outreach the scheme attracted people from the most excluded and marginalised groups.
13. It **created bridges between richer and poorer people within communities** particularly in isolated rural areas.
14. It **addressed many social policy objectives**: Community Champions tackled issues in health, children and families, environment, social exclusion, citizenship, neighbourhood regeneration, community safety and social cohesion in a bottom-up way.

These points are supported by numerous case studies, research evidence and official statements. The Home Affairs Committee report [on Terrorism and Community Relations](#) recognised the benefits of Champions [for](#) community cohesion. It recommended “More long term and core funding for community and integration projects for all age groups especially in deprived areas or with deprived communities—need re-inclusion of ethnicity into deprivation indices. Severe funding needs in voluntary and community sector—but also individual funds like Community Champions extremely effective.”⁵

London’s Tri-Borough’s 2013 [Community Champions](#)’ programme is not an individual grant scheme, but about trained volunteers, but it also shows the benefits of professional support for community action. A [Social Return on Investment](#) (SROI) evaluation by Envoy Partnership in spring 2014 estimated that every £1 invested created £5 in social and economic value. Of this, at least £1.65 of care resource savings were potentially generated for the local authority in relation to diabetes, improved mental wellbeing, community cohesion and reduced isolation of families and older people.

5. Lessons from individual Award schemes

I worked on the Community Champions programme as Director for Learning from 2004 – 08, with a team of nine regional staff who developed and ran the peer support. When the funding came to an end we reviewed 3,500 case studies and identified the following success factors for community development.

The most important lesson is that supporting people to be actively involved in improving their communities is a **long-term task**. It needs ongoing investment and support, not short-term projects. We were fortunate to be able to develop our systems and experience over almost ten years, although we had to work with several different funding regimes during this period.

⁵ §6.9 HC 165-II, January 2005 www.publications.parliament.uk/pa/cm200405/cmselect/cmhaff/165/165ii.pdf

As a national organisation, with direct access to officials and ministers, we could cut through or **simplify administrative complexities**. We were also able to raise additional funds to support different strands of work, from the EU, trusts and local sources.

Projects had most impact when the following **critical success factors** were in place:

1. **purpose:** a clear focus and sense of purpose
2. **people:** at least one individual with commitment to making things happen
3. **place:** an accessible and welcoming place to meet, organise and learn
4. **support networks:** good working relationships between agencies and communities, including formal and informal forums to coordinate effort and share resources
5. **flexible funding:** fast, local decision-making to support community initiatives and learning
6. **effective feedback:** evaluation, reflection and celebration of success to keep people on track
7. **responsive decision-makers** and access to the decision-making process
8. **adaptability:** able to adjust projects and services in response to opportunities or problems

Where these several factors did not exist, people spent a lot of time going down dead ends and beating their heads against brick walls.

The evaluation by ASW Consulting (2004) identified the most influential success factors as:

- personal commitment, especially in terms of amount of time and energy put in;
- passion for the particular issue/community/sector/hobby or whatever;
- getting others involved and the interpersonal skills to motivate and support them;
- access to additional funding;
- adaptability and flexibility.

The Scarman Trust helped people find their way through the maze of local agencies, get additional funding and press for change where necessary. Where possible, staff brought communities and agencies together to create critical success factors where they did not exist. Some Government Regional Offices, local authorities and Primary Care Trusts were more supportive than others. The legacy of community engagement in these areas seems to be much more positive, although there has been no systematic study of this.

Many initiatives highlighted the gulf between people and the local authorities and public services meant to serve them. In many areas people created local partnerships, 'co-creating' services, such as Christine Sulway's support group for self-harmers which worked with statutory services to improve empathy understanding and support for self-harmers in

Eastbourne; or Can Do Health which set up local grants for people with chronic conditions in partnership with the Primary Care Trust.

But these partnerships were often short-term, as local services were subject to top down targets and reorganisation. My lesson from this was the importance of developing political skills and knowledge, as described in [Learning Power: a contribution to the national skills strategy](#). Bottom-up community action is not sufficient unless people can learn how to influence the decision-makers who allocate resources and run services at scale.

5.1 Support for learning

Other important lessons from the project were about the importance of:

- ✓ really listening to people and building on their local knowledge
- ✓ creating learning and support round what people want and where they are, not what you thought they needed
- ✓ actively recognising the value of their contribution to their own community
- ✓ increasing motivation by showing confidence in their abilities
- ✓ sharing experience between projects within Regions and across the country
- ✓ connecting grassroots thinking and action with strategic decision-making at regional and national levels (fast track from “base to Board”)
- ✓ ‘bending mainstream’ funding to support community learning
- ✓ funding for first steps informal learning

The major challenge for funders is to streamline funding mechanisms and cut transaction costs for community initiatives. The DfES Community Champions programme was a good example of a national programme where transaction costs were low and community benefit was high.

5.2 Three main lessons

My three final lessons were that the success of the programme was due to

1. the commitment, knowledge and skill of **frontline development workers**, who developed relationships with each Community Champion and helped them get support when and where they needed it.
2. experienced **local management and systems** can provide a robust and resilient basis for delivery. The Scarman Trust continued to run awards successfully despite four years of turbulence in leadership and governance at a national level.

3. **funding must be institutionalised for the long term:** both schemes relied on the understanding and support of key people, so that when they went the funding ceased.

High level support from the Millennium Commission and then Secretary of State David Blunkett enabled both programmes to flourish for many years. When the Millennium Commission came to an end and responsibility for Community Champions was taken over by a junior minister they lost their political patronage and the funding was cut.

Unltd was able to continue funding individual Awards because it had a large endowment from the Millennium Commission. Unltd continues many of the practices which made the Millennium Awards and Community Champions programme successful, but with a much narrower focus and on a much smaller scale.

6. Concluding reflections

The unique feature of individual Awards provided by the Millennium Commission and DfE Community Champions programme were that people themselves decided what they wanted to do for their community. They benefited by developing confidence, skills and experience by doing it. Awards are yeast for community cohesion and social action, encouraging experiment and innovation by both recipients and organisations providing support. Some initiatives influenced statutory services and have left a legacy of local partnerships and projects in health services, housing associations, schools and other areas. Some continue as independent social enterprises. Many individuals have taken their skills and experiences into public services and community businesses.

But many worthwhile projects were swept aside by top-down decision-making and wider political or economic forces. Bottom-up community action is not enough. People at the grassroots need to develop political skills and knowledge to influence the national and local decision-makers who allocate resources and provide services in their community.

A new national awards scheme for community champions which includes learning how to influence decision-making would create a huge boost for people powered change.

Titus Alexander, November 2017, revisited March 2018

Annex 1

The Millennium Commission produced numerous publications about their work which are held at <http://www.millennium.gov.uk/about/publications.html> . Their collection includes: impact studies, the Commission's annual reports, and copies of Starpeople Magazine.

See also:

The Community Champions Awards Impact Report, London Region 2000-2008

Millennium Festival Impact Study, by Jura Consultants and Gardiner & Theobald, (2001).

Evaluation of the Community Champions and the Community Development Learning Fund, by Pete Duncan and Sally Thomas, Social Regeneration Consultants, (2001) Department for Education and Skills, Research Reports, RR279 and RR280

[*Skills for Regeneration: Learning by Community Champions*](#), by Derek Johnstone, Claire Campbell Jones, EDuce Ltd (2003) Department for Education and Skills, Research Report RR441

Evaluation of the Community Champions Fund, Andrew Watson, Glyn Owen, Mary Crowder, and Brian Ellis, ASW Consulting (2004), Department for Education and Skills, Research Report RR550

[*Learning Power: a contribution to the national skills strategy*](#), by Titus Alexander, Scarman Trust/Campaign for Learning (2007)

[*Social Return On Investment \(SROI\) analysis of Tri-Borough Public Health Community Champions*](#), Envoy Partnership (2014), ([Annexes](#)).

But the best way to understand the programme is to read about the projects undertaken by people, below.

Annex 2

A database of all Millennium Awards is held at the National Archives in Kew:
<http://discovery.nationalarchives.gov.uk/details/r/C16338>

Community Champion case studies from The Scarman Trust

MARIE COSTA: 'I FEEL CONFIDENT TO STAND UP FOR MYSELF AND MY COMMUNITY – TO PROTEST AND CAMPAIGN FOR POSITIVE CHANGE'

Marie Costa came to Britain from Nigeria in the 1950s, worked as a nurse and retired to Portsmouth. She wanted people of African descent to feel proud of the role they have played in the history of Britain and get recognition of the contribution they have made. She wanted young people 'to have positive role models to inspire them to realise the full potential they have to do great things'.

Marie got a Community Champions grant and the African Women's Forum was set up and the Portsmouth multi-cultural festival became a well-established event across the South East. Marie now co-ordinates Black History Month and the commemorations to mark the bi-centenary of the abolition of slavery.

She has been able to influence Portsmouth Council in the way it sees and serves the African community. Marie said 'Other people now also feel more confident to get their voices heard and effect change. People have more pride in themselves'.

We have many different groups now – singing, sewing, dance which provide opportunities to socialise. The Champions grant gave me the opportunity and independence to do all this face to face work, to respond directly to the needs of our community rather than spending time on administrative work or working towards other people's agendas'.

Marie's next plan is an oral history project capturing the stories of nurses who came to the UK from the Caribbean in the 1950s. 'Another story that would be hidden from history without Community Champions and Scarman'.

FAIZA IBRAHIM: 'NO – WE DON'T WEAR TABLECLOTHS'

Faiza Ibrahim is a Somali woman living in a tower block in Barton Hill in Bristol – one of the most deprived areas in Britain.

Hostility to the Somali community has sometimes erupted into violence and Faiza noticed how few friends Somali people had outside their own ethnic grouping. She also overheard people's misconceptions about Somali women – 'they wear tablecloths on their heads' – about the food they ate, why they wore long clothes – 'they're not allowed to talk to other races'.

There was little contact between Somalis and the African-Caribbean community. So Faiza resolved to do something about it – to end the isolation of Somalis from their neighbours. She contacted Scarman South West and got a Community Champions grant to organise a day in Barton Hill where Somalis and non-Somalis could meet, relax, share food and music. Where Somalis could explain what they were fleeing from, why they had come to Britain, and how hard many found it to adjust to their new lives here.

The day was a great success- attended by all sections of the community. Faiza talked of her joy at seeing her isolated Somali friends talking to their African Caribbean and white neighbours for the first time – of people gaining a real insight into each others lives.

Faiza had never done anything like this before. She said she would never have done it without the Champions grant and the support she got from the team at Scarman. Growing in confidence Faiza now wants to build on her work. She wants to encourage Somali women to learn English by setting up local classes in people's flats and houses. She says – 'I'm a different woman – I now know I can do this. I'm going to work with Somali parents and children so they no longer hideaway in fear and isolation'.

JENNY MOORE: 'THE PRIMARY CARE TRUST WOULDN'T EVEN TAKE OUR LEAFLETS'

After suffering from post-natal depression following the death of her new born baby Jenny Moore realised how little support there was in Cornwall for mothers like herself. She resolved to set up a befriending scheme where mothers could listen to each other's' experiences and break down their isolation. But how to go about it? Luckily, she heard of the Community Champions Scheme and was awarded a grant to set up a website for the group and attend a two day training course.

Now a year later Jenny describes herself as 'a totally changed woman – the project has taken over my life. Before I had no confidence at all – now I'm running around Cornwall setting up new groups and arguing with the Primary Care Trust'

The Trust wouldn't even put our leaflets on display or pass them on to mothers who might benefit from our service. I had to send individual letters to every undertaker in Cornwall. But now I've got 10,000 leaflets in GP's surgeries, a support committee, and support from all the midwives. We have new groups springing up and I've been interviewed in several national magazines'

Jenny's now organising a fundraising supper at Falmouth Hospital and looking for further funding to expand the service. 'I wouldn't have known where to go without the support I got from the team at Scarman' she said. 'The initial funding for the website was absolutely vital – without that nothing else would have happened'.

Phone rings. 'Jenny Moore speaking....how can I help.... Where are you.....'

TONY LEA: 'WE'RE NOT AN ADVICE SERVICE.....OUR ADVOCACY LEADS TO THE RESOLUTION OF THE PROBLEM.....ALWAYS!'

Tony Lea is an ex-user of Cornwall's mental health services but not a compliant one. He questioned those supplying the service and thought those providing an inadequate service should be brought to book.

He set up BUFFER ZONE as an independent advocacy service for people with mental health problems 'Buffer is a person or thing that lessens shock or damage to others' says Tony. 'We do not give advice.....we provide advocacy and resolution.....always!' We represent people at tribunals. At first because we weren't considered 'professionals' we were not recognised as proper representatives but now they all liaise with me.. and in reality now my name proceeds me and we get top results!

Job centres were closing, it was taking 6 weeks to get your first benefit payment, 6 months to get assessed for council tax ...people with mental health problems just couldn't cope with the delays. We provide a unique grass roots level service. We take risks with people.....we give them a chance. One person smashed my car windscreen with a rock.... But I thought 'its working...my car was the Buffer Zone....otherwise it could have been a person'.

'I'd describe myself as 'gobby with attitude and determination' and on my gravestone I want 'Here lies a gobby bloke but he died helping'

'I want to stay with advocacy at the sharp end – hopefully with a country wide umbrella organisation to offload on to. I've become a professional – I've done exams, been accredited, given workshops.

The Community champions grant set me up BIG BIG TIME. It got me my computer, mobile phone, broadband and internet line. BUFFER ZONE was my idea but without the people at Scarman it wouldn't have happened'.

LLYN AUBREY: 'WHAT HAVE YOU DONE TO MY MOTHER?'

Llyn Aubrey was concerned that the positive aspects of life for the older people she met were being ignored. They were being treated as people who 'you did something for or to' but weren't being recognised for the contributions they could make for others. She was coming across people in Cornwall with inspiring stories to tell but no audience. Llyn had worked on a 'Reminiscence' project with older people but wanted to find a medium which would make their stories accessible to a wider audience.... stories like that of the retired bomber pilot from Marazion who'd run a project for street kids in India.

She approached the Scarman Trust with an updated idea of the old 'Jack O'Lanterns' that would tour country villages showing their slides of local life.

She negotiated £145 discount with a local shop for an Apple Mac PC with a video editing facility, got a Community Champions grant to buy it and a training course on how to use it. The Mac gave her the mobile facility she was looking for. She's now produced several films and tours Cornwall with them, making new films as she goes with the editing facility.

She says its changed her life totally – for the better!- but above all it has changed the lives of the people she's interviewed. 'I did a long fascinating interview with an 82 year old woman. A day later I had a phone call from her daughter.....'What have you done to my mum?'.she asked. 'I've never seen her like this before – she's talking to us about all sorts of things in her life we never knew about. She's totally changed'.

BERT WILLIAMS: 'LUNCH WITH THE QUEEN AND TEA WITH TONY BLAIR'

Bert Williams is a member of the African-Caribbean community in Brighton. Bert was in the RAF and NHS for most of his life and was also an active volunteer with MOSAIC – a black and mixed parentage family group.

Bert discovered that many of the children at MOSAIC knew little about their own culture or the positive contributions the BME community had made to life in Brighton. He began to research the multi-cultural history

of Brighton and felt so inspired by what he found out that he applied to Scarman for a Community Champions grant to set up the Brighton and Hove Black History Group.

There are now 20 active volunteers with the group – they run high profile events such as the Chattri Memorial service (photo) which brings together Muslims, Hindus and Sikhs. Bert is taking an exhibition to Ypres at the invitation of the mayor, gives many talks, and has had lunch with the Queen and met Tony Blair – twice!

Bert said ‘ The Scarman Trust through Community Champions believed in me when others did not. It has done more than change my life – it is my life! It allowed me to be recognised and allowed members of the BME community to feel proud of their heritage and the positive contribution they have made to the history of Brighton’.

CHRISTINE SULWAY: ‘I ALWAYS BELIEVED AS AN OVER 40 DISABLED WOMAN I WOULD NEVER BE EMPLOYABLE AGAIN’

Christine has set up a support group for self-harmers in Eastbourne with a Community Champions grant. ‘Personal experience propelled me to apply for a grant. I was horrified at the way a colleague who had self-harmed was treated and felt compelled to do something about it. Our group is helping to change the attitude of statutory services to self-harmers as there is often little empathy or understanding towards those who end up in Casualty. My group has escalated beyond belief and I now hope we will receive funding from the PCT to become an integrated service’

Christine says the Community Champions grant ‘was the lever I needed to move from talking to action’

‘The application form is simple, the staff are very helpful and the confidence I gained from the fact that someone believed in the possibility of my project was transforming. My project has become my life –now I am asked to sit on committees and give presentations to all sorts of groups’.

As a disabled woman with both hearing and visual impairment my confidence was low. Without the Champions grant and the support I received I would not have been able to start the group. I would not have been able to overcome my belief that I was past it and not employable and I would not have gone to university’.

ARWEN FOLKES: ‘REAL BABY MILK’ SUPPORT GROUP

‘Phenomenal’ - that’s Arwen Folkes’ bemused description of the success of her ‘REAL BABY MILK’ breastfeeding support group in Cornwall.

Arwen received a Community Champions grant from Scarman to publish a self-help breast feeding guide after coming up with the idea while on maternity leave. Arwen has now set up a network of support groups throughout Cornwall from those who contacted her after reading the guide.

A year later and progress has been incredible. The project now has the financial support of both Cornwall County Council and the district councils. BREAST FEEDING RATES IN CORNWALL HAVE GONE UP FROM 69% to 75% IN ONE YEAR! The Director of Midwifery says Arwen’s group has ‘played a significant role’ in this increase. She is now talking with Devon, Somerset and Gloucestershire councils about extending the service.

‘We have the backing of NHS South West and been nominated for an all party parliamentary award for community services’ explains Arwen. ‘All libraries and leisure centres in Cornwall now have designated breast feeding areas, we organise high profile media events and another 8 support groups have been set up in the last 6 months’. A £500,000 bid to the National Lottery has reached the second stage to extend the programme nationally.

Arwen has set the project up as a not-for-profit company and become a part-time employed co-ordinator for the project. Her campaigning skills have been noticed by the political parties who have approached her about becoming a parliamentary candidate.

Arwen says of her husband – ‘He told me ‘YOU’RE NOT THE WOMAN I MARRIED’ – and I’m not!’

‘I feel so empowered and I feel like I’ve empowered an army of Cornish women through this project. I think if we extend the project throughout the South West we’ll be reaching 35,000 women or more’.

Not a bad return for a small initial grant. ‘I feel passionate about Community Champions and the support I got from the people at Scarman’ says Arwen ‘Without the grant nothing would have happened. If I’d walked into the Primary Care Trust with just an idea for a breast feeding guide they’d have told me they had no funding – but because I had already produced and financed the guide they were keen to get behind me. I really don’t know where the project will end’.

MIKE BENIANS: FORGET BOB GELDOF –HERE’S ‘LIME AID!’

Octogenarian Mike became increasingly fed up with the state of Lime Tree Avenue where he lived. Trees were in a dangerous condition but because of problems of multiple ownership no one would take responsibility for their upkeep. But while others moaned or gave up, Mike acted. He got a Community Champions grant and set up LIME AID. A tree by tree survey has been completed to ensure safety and in accordance with existing Tree Preservation Orders. OVER 150 PEOPLE ARE NOW INVOLVED IN LIME AID and volunteer parties sweep and clean up the Avenue on a regular basis. Tree planting to replace those recently felled as unsafe was done by mums and children some from as far away as Eastbourne. Lime Aid is now registered as a company and working in partnership with the County Council.

Mike says his work with LIME AID has ‘kept him alive’ and his wife says he now ‘hardly has time for anything else!’

Mike says it would have been impossible to have got started without the grant but his fellow Lime Aiders say ‘Knowing Mike as we now do we feel sure he would have done it anyway – although, like miracles, it would have taken much longer’.

LAWRENCE HOO: RISK TAKER TO SHOW INNER CITY REALITY

Lawrence Hoo takes some risks with his own safety. You can see him filming prostitutes, pimps and kerb crawlers on the streets of Easton in Bristol, or clambering through a mound of rubble to talk to injecting drug users hidden behind piles of rubbish. But Lawrence doesn’t just film them – he talks to them and lets them speak. Not for Lawrence some sanitised happy clappy story of urban regeneration. Lawrence films life as local people know it to be – in particular the children who have to pass these same drug dens and prostitutes on their way to and from school on a daily basis.

Lawrence has lived the life and talked the talk – now he wants to show kids in Easton a way out from crime and drugs. He used his Community Champions grant to make a grass roots documentary to describe the day to day life of black schoolchildren and the challenges they are confronted with every day. Lawrence’s film has already premiered at the Watershed in Bristol. Lawrence’s pioneering work has now been recognised by the Home Office with a further grant to help kids at risk of getting involved in street gangs and gun crime.

Lawrence now intends to go on tour with his film and DVDs – getting his message over with poetry and music to kids throughout the country.

Lawrence said ‘without the champions starter grant none of this COULD have happened’. You wouldn’t bet against this risk taker making a lot more happen in communities round the country.

South East Region 2006 - 2007

<p>2006 (GP1)</p> <p>Ainfowose</p>	<p>Life Conversations Ade wants to launch an internet community radio station focusing on Sussex and Kent. He intends that from 12 – 5pm there will be a community Show with an opportunity for community groups to show case what they do.</p>
<p>Barbara Burgess</p>	<p>The Sovereign Singers Barbara wants to set up and promote a choir that will integrate partially sighted and visually impaired members. 'Putting a little magic' into the lives of the visually impaired of Eastbourne.</p>
<p>Marianne Williams</p>	<p>Opera in the Park Marianne wants to coordinate a professional opera performance in the park in order to inspire young people and make it more accessible. She hopes that it will inspire younger people to enjoy music and she hopes to be able to follow this up through local schools.</p>
<p>Rose Honisett</p>	<p>Woza Nawe To set up an educational /cultural exchange project which will include African Drumming, story telling etc.</p>
<p>Johnny Tsang</p>	<p>Cultural Day Out To arrange a day out to Portsmouth Royal Naval Museum for members of the Eastern Community living in Eastbourne. He hopes that it will help them to better understand British History and culture.</p>
<p>Roll Powell</p>	<p>Love Eastbourne To facilitate music and dance activities for disadvantaged youth living in Eastbourne. In particular he wants to offer activities such as Djing, rapping, street dancing. He hopes to help make these communities safer by bringing people closer together.</p>
<p>Wor Seeman</p>	<p>Community BBQ To co-ordinate the building of a community BBQ at the village hall in Ticehurst bringing people together socially and so strengthening community spirit.</p>
<p>Y Scott</p>	<p>Summer Fun and Learning To coordinate summer holiday activities for the residents of Tillingham estate so they can have some fun, be safe and learn together.</p>
<p>Dra Melvin</p>	<p>Meerkats Park Holiday An intergenerational fun day for the residents of Bexhill bringing people together promoting a sense of pride in the town.</p>
<p>Andy Kenward</p>	<p>Mashmellow Community Art To coordinate a community art programme through schools culminating in a parade through town and an exhibition on the beach.</p>
<p>Hard Heybroek</p>	<p>Multi Cultural Community Outreach To promote and cultural exchange brokerage programme bringing together the talents of talents that so often go underutilised in this diverse community with those who need such services.</p>
<p>Christine Sulway</p>	<p>Self Harm Support Group To establish a self harm support group for individuals and their friends and families promoting a better community spirit and pride in this part of Crawley which tends to be known just for what is bad about it.</p>
<p>Lylin Simpson</p>	<p>Bewbush Festival Workshops To promote a summer festival in Bewbush promoting a better community spirit and pride in this part of Crawley which tends to be known just for what is bad about it.</p>
<p>Martin</p>	<p>Langney Family Fun Day To coordinate a community fun day in Langney celebrating all that is positive about this diverse community of Langney. Bringing the community together and promoting a better understanding of each other.</p>

na Holland	<p>Bring a Dish To facilitate a cross cultural event so that members of the BME community have opportunity to come together, network and support each other in a safe environment whilst also being an opportunity to have fun and socialise together.</p>
ne 2006 ussex GP2))	
ko Deighton	<p>Japanese Cultural Exchange Programme To facilitate activities to promote cross-cultural activities and raise awareness to Japanese culture amongst children of mixed marriages as well as their friends and families</p>
n Stover	<p>Camping for Life To co-ordinate outdoor activities for all members of MT Therapeutic Lodge with an initial camping trip planned for the summer.</p>
riam Michalski	<p>Bird in Hand To coordinate a number of outdoor activities in the summer holidays for an inclusive group of children aged 12-16 culminating with an open day to view a sculpture in the downs</p>
abeth Jupp	<p>Acorns To establish a parent and toddler group for residents in the Bridgemere and Roselands areas of Eastbourne. Initially there will be a focus on travellers however they will also include other minority ethnic cultures.</p>
l Landon	<p>Traveller Community Cultural Exchange To train story tellers so encouraging people to share their oral traditions within the Wealden community Initially there will be a focus on travellers however they will also include other minority ethnic cultures.</p>
bert Jones	<p>Friends of Hampden Park To encourage the whole community to get involved in making their park safer and more attractive. In particular promoting educational walks and developing an arboretum</p>
e Benians	<p>Lime AID To bring the community together in an attempt to preserve and restore a lime tree in Uckfield.</p>
nea Wolfe	<p>Black History Journeys To engage in the Black History Month in Brighton and Hove. . Focusing on a project called 'Journeys' which looks at the influence that the migration of people over the years from Africa to the Caribbean to the UK has had on lives and all aspects of diverse communities in which we live.</p>
etta Lock	<p>Eden Home Education project Home education support group to go to Eden project for a group of 40 children and their families to share experiences and bring them closer together so they can support each other.</p>
n Woodliffe	<p>London House Open Door To set up an open house project run by local volunteers where members of the community can drop in or phone up to get the information advise or guidance they need.</p>
yson Cook	<p>Silver Song Flyers To develop a project that takes music to older people in the Wealden area. This would be a way of encouraging older people to enjoy themselves participating in musical activities such as singing or playing musical instruments</p>
g Hausmann Prior	<p>Arts in the Community To coordinate arts, crafts and music workshops at the Pevensey Community Centre where volunteers will also get the training they need so that will be able to play a more active role in running such a festival next year.</p>
si Katerere	<p>To put on performances of a drama called 'who I am? I am who I am'. A play about the lives of four migrant African Women who find themselves sharing their life story at a wedding. It explores what African women face as they try to reflect on the</p>

	will be put on in Eastbourne, Brighton and Hove and Lewes in partnership with organisations and their will be a facilitated discussion after each performance and report produced.
ny Cook	To set up computer training / internet training for a group of visually impaired people. It is hoped that they will be able to learn the skills that they need in a fully supportive environment which will make their life easier and break down the feelings of isolation that many have at present.
Khan	To set up a sewing group for women on low incomes living in Crawley for whom English is their 2 nd language. They will learn skills that are needed for employment as well as providing essential support and guidance so that they can also build their confidence and integrate better into society as a whole.
y (Hants) 06 (GP3)	
staine Muyembe	Music for Social Cohesion To coordinate a music event in Portsmouth to help raise awareness and promote better understanding between the diverse communities living side by side in the city.
in Vibert	Community Exchange Web Portal To set up a communication/information hub to improve communication and information between voluntary groups.
y Febvre	Links family forum training To train up local volunteers to help run the local community centre. They hope to ensure that the community centre is run by the local community for the local community so providing the services that they really want.
k Smith	Youth Workshop Video Project To facilitate workshops in drumming, art and street dancing in Robertsbridge during the summer holidays for children and young people. Also for a group of young people to produce a video of interviews between young people and older people recording their views of village life.
ria Costa	Slave Trading historical research project To research into the historical impact of slave trading in the UK. The intention is to produce a school educational pack as well as putting on an exhibition in Portsmouth in collaboration with Portsmouth Museum / Portsmouth City Council, to celebrate the 200 th anniversary of the abolition of Slavery.
ababeth Collins	African Singing Group To set up an Acappella singing group for women and children in Portsmouth. They hope to put on a performance in Portsmouth during Black History month for the local community.
hael Jukes	Bransgore and District Community First Responders To provide advanced 'first person on the scene' training for a group of 8 volunteers living in Bransgore. As a result they will then be able, in addition to providing basic first aid support, access the scene and move people safely. In so doing they will be able to save lives as they can provide emergency care in the crucial time before an ambulance is able to arrive.
oert Kabasele	Eye for Africa To produce a newsletter for the French Speaking African community of Southsea and Eastleigh.
il Mukwa	Sewing Quickly To set up a sewing group for members of the BME community so help them to get a job
embe Mbombo	Communication Survey To carry out a survey of needs and communication channels of asylum seeker/refugee population in Portsmouth.
orine Djenaba-MacDonald	Sewing Group To set up an African Women's sewing group to produce costumes for an African Women's Singing group performing in Black History event in Portsmouth in October.
e Rich	Pilands Wood Residents Network To set up a residents network of information for the local community Centre as well as of bringing the community together and being a first stop to find out where to go for information and support as needed.

San Francisco De Luca	<p>Latin American Support Group</p> <p>To set up a LA support group organising social events to bring this community together . It is hoped that this will help to provide the help and support that is needed so breaking the feeling of isolation so often experienced within this community.</p>
Michelle Cook	<p>Brook Club Parent and Toddler Group</p> <p>To set up a multi cultural parent and toddler group providing help and support for parents of young children who often feel isolated and vulnerable.</p>
August 2006 14 Hants	
Shah Lamont	<p>Friends of Polygon School Association</p> <p>Sarah want to engage parents in their children's education as a family Polygon School is a Community Special School with 56 pupils. The association will provide both support to the schools as well as to the parents themselves as they attempt to raise understanding and awareness to their children's needs.</p>
David Andrewes	<p>Prescription for disaster</p> <p>To carry out some research as a group of 10 people aged 65+ into the problems older people face with repeat prescriptions including reasons for non compliance, confusion in adhering to drug regime and side effects encountered which often go unreported. It will be a chance for patients to get their voice heard as a piece of independent research.</p>
Shah Floyd	<p>?</p> <p>To take a group of 150 girls and young women on a trip to London to visit the I Do centre as well as the world guides .</p>
Andy Curtis	<p>Black History Season</p> <p>To set up a Rother Race Action Forum print publicity material and hold a number of events for the Black History season 2006</p>
September	<p>The Junction Project</p> <p>To set up a volunteering project where young people aged 16 – 21 are encouraged to get involved in their communities to carry out projects that have a positive impact on the area in which they live.</p>
Janeymera	<p>Children's Day Out</p> <p>To organise an outing for parents and children of newly arrived families (mainly living in the Portsmouth and Southampton areas. It is hoped that this will be the beginning of setting up a support group which help to break down the isolation experienced by newly arrived families in the UK helping them to integrate more fully into British society.</p>
Kathy Warren	<p>Disability Awareness</p> <p>To raise awareness to the issues that people with disabilities face when trying to access services and go about their daily business. This is especially targeted at the ambulant disabled. Kathy hopes not only to raise awareness to such issues but also to provide training and support to retailers so that they may improve the facilities they offer.</p>
Clare Gerrard	<p>Self Harm Support Group</p> <p>To set up a self harm support group for young people aged 13 – 18 living in the Southampton area. Clare will facilitate regular meeting and keep in regular contact through a dedicated mobile phone link. Clare also wants to develop a web site as a support pack which will provide much needed information, access to relevant resources and contacts.</p>
Tham Mbung	<p>English Language Support Group</p> <p>To set up an English Language Support group to help members of the community learn the English language in a supportive environment so that they can better integrate into mainstream society. Tham also wants to develop the group further to provide IT courses such as ECDL and also to provide the information, advice and guidance that such communities need to realise the potential they have to contribute fully.</p>
Ky Charman	<p>Community Coaching</p> <p>To offer training in coaching and life planning to lone parents and people on low income living in the Fareham and Gosport areas of Hampshire. So giving people</p>

	opportunity to focus their ideas, set goals and gain the confidence needed to achieve their dreams.
n Sartain	Jean is going to establish a story telling garden as part of the Shirley Warren Community Garden. She wants the garden to be a place where people can sit and enjoy themselves, as well as a place for quizzies, art activities and learning about the healing properties of plants and how to grow them. Jean has formed links with local schools who are keen to benefit from its use.
EASTBOURNE Dec 05	PROJECT DESCRIPTION
Deborah Message	Shiny Beetles Deborah wants to help set up a project for young people in the Shinewater Eastbourne to be able to play in a band and record a CD.
Andy Evans	Epilepsy Awareness Training Project Andy wants to train up a core group of members in presentation skills / first aid to raise awareness about epilepsy in Eastbourne. The group itself provides support for people who suffer from Epilepsy.
n Martin	Oasis Christian Outreach Martin has set up a project working with homeless and vulnerable adults and wants to be able to offer art and music sessions.
Jim Semple	Eastbourne Disabled Allotment Gardens Jim wants to ensure that not only do they have allotments in Eastbourne, which are accessible for people with disabilities, but that they really are what people want. Such as he is setting up a disabled users group, which will go a long way to ensure people in the design and marketing of such facilities.
Kim Ramakrishnan	Eastbourne Cultural Communities Network Kim wants to raise awareness to, and officially launch, the Eastbourne Cultural Communities Network. She wants this to be a celebration / showcase event to highlight the positive contributions that ethnic minority communities have made in Eastbourne.
Tanya Parsons	Hall of Fame Tanya wants to research into, and set up, a project for young people in Eastbourne to express themselves through art (in particular offering appropriate facilities for young artists).
Chiaki Horan	Japanese Class Chiaki wants to raise awareness to Japanese culture in Eastbourne as well as offering language classes for anyone who is interested.
Ana Bernardo	Art Studio Ana wants to offer free taster art classes to both adult and younger people aged 16 and under in Eastbourne.
Gary Busby	Chugarkwon Martial Arts Academy Gary wants to set up and run a martial arts training group for 20 people aged between 6 - 17 in Eastbourne.
Geoffrey Frost	Maritime Volunteer Service Geoffrey wants to offer activities / training aboard a training boat moored in South Harbour to young people living in the Eastbourne area.
Nigel Parker	Friends of Princes Park Eastbourne Nigel wants to promote the use of Princes Park in Eastbourne amongst the local community through the setting up and running of an active residents support group.
Dinah Morgan	Alchemy Dinah wants to set up a project, which will provide nutritional and art training to young substance misusers living in the Eastbourne area.
Jacqueline Gadd	Bereavement Support Group Jacqueline wants to set up a support group to provide emotional support for people in Eastbourne suffering from bereavement.
Iron Leaver	Twins Club Eastbourne

	Sharon wants to set up a support group for parents of twins and triplets. It will be a safe regular venue for these families where their children can play and parents can support each other.
Parker	The JPK Project Jill wants to carry out a feasibility study for the provision of appropriate housing, training and work experience for people with severe learning disabilities in the Eastbourne area.
Martin West	Lighthouse Youth Club Martin wants to provide an opportunity for up to 100 children from the most challenging areas of Eastbourne to get out and enjoy themselves.
Joseph Dickenson	Eastbourne Seniors Club Joseph wants to offer exercise classes for people aged 55+, initially this will be around T'ai Chi and Yoga.
Chris Coates	SNAP Dance Nights Chris wants to raise awareness amongst young people aged 11 - 17 on the dangers of alcohol and substance misuse.
Heather Deacon	LGBT Network Heather wants to set up a network and arrange social events for isolated and marginalised members of the LGBT community in Eastbourne and their families.
Eastbourne July 2005 (CC2)	
Therine Jessop	Domestic Violence Self Help group To set up and run a self-help group for women who have experienced domestic violence.
Margaret Wooler	WRVS Day Club To organise outings for the elderly members so that they can socialise together and break the feeling of isolation that many of them feel in their every day lives.
John Wills	Eastbourne Youth Darts League To run a darts league for 10 to 16 year olds living in Eastbourne so that they can socialise, have fun and learn new skills.
Lee	Far Eastern Foundation To set up a support club for members of the community from the Far East (e.g. Thailand, Indonesia, Korea, Malaysia, Philippines etc) so as to help build confidence and self esteem, share information and help each other to better integrate into the wider community.
Janantha Leeming	Friends of Shinewater Playlink To co-ordinate social and learning activities for single parents and families on a low income so that they can become less isolated, make friends and support each other.
Ma Ellinor	Hampden Park Old Time Dance Club To arrange activities for older people who enjoy dancing. It is a chance to socialise, make new friends, get some exercise and above all have fun.
Ma Lam	Chinese Elderly Group To arrange cultural and educational activities for elderly members of the Chinese community, where they can learn new IT skills, socialise, support each other and have an opportunity just to get out of their houses.
Al Choi	Computer Skills in the Community To start up a self- help programme with younger members of the Chinese Community to learn IT skills and support each other in an environment where they feel safe.
Jenny Wan	Chinese Education Project Jenny wants to offer more opportunities for younger members of the Chinese community to learn their own language. She also wants to offer other cultural activities as well.
Anthony Nhamoinesu Sarireni	Mystery in Stone Anthony wants to develop this project where he hopes to share his artistic skills in stone carving, with the wider community in Eastbourne. He hopes to offer his experiences to people as well as seeing this as a way of breaking down barriers between cultures and challenging the stereotypes often held of Africa.

Haxton	<p>CAMEO CAMEO stands for 'Come And Meet Each Other' and is a group of between 3 elderly people who meet up on a weekly basis for a coffee morning and gain the 1st Wednesday of each month they arrange lunch and two different volunteers each week are responsible for refreshments with any 'profits' made going towards the cost of a Christmas Lunch. They presently want to provide a wider range of activities so that they can attract more men to attend these weekly meetings and it is the end that Ann has applied for a Community Champions grant.</p>
Jennifer Starr	<p>EDMA Art Group Jenny works with an arts group whose members have joined because they are experiencing mental distress. She wants to frame and exhibit the work at various venues around Eastbourne as a way of raising their self esteem and promoting a better understanding in the wider community as to what they can achieve.</p>
Aaliyah Timberlake	<p>Eastbourne Cultural Communities Network – ICT Project Aaliyah wants to help set up a cultural communities network in Eastbourne where different ethnic communities can come together, support and understand each other better and above all find their voice.</p>
Christina Nembere	<p>Africall To run a community allotment where different members of the African community come together and grow their traditional vegetables. She also wants to do cultural events where they can share their different foods within the wider community so breaking down barriers between cultures.</p>
John Woolridge	<p>Willingdon Trees Community Newsletter To set up and run a community newsletter in the Willingdon Trees area of Eastbourne.</p>
John Ding	<p>Life Guard Skills Training To work with disadvantaged young people in Eastbourne (aged 13 - 17) to help them get an accredited training in life guard skills.</p>
Andrew Jay	<p>Beit Chaverim Cultural Society Friendship Club To co-ordinate social activities for elderly and often disabled members of the Beit Chaverim Friendship Club so that they can get out and break the feeling of isolation and depression that many would otherwise be experiencing.</p>
Pauline Pereira	<p>Moyo African Cooking To research into the setting up of a community food project bringing people together around the cooking and eating of African Foods</p>
Thomas Ndhlebe	<p>African Sculpture To research into the feasibility of running workshops in the Eastbourne area on African Sculpture.</p>
Christina Sophera	<p>Joy of Africa – A Cultural Exchange To co-ordinate workshops and performances bringing a number of different cultures together within the community to raise awareness to the different and diverse cultures of Africa.</p>

2004 – 2005

EASTBOURNE Nov/Dec 2004	
Christine Brennan	<p>Eastbourne LGBT Social Network To set up a social network in Eastbourne for the LGBT community. To have regular social gatherings as there are limited opportunities for this community to get together in Eastbourne. It will help to address issues of social isolation, access to services as well as issues around mental and sexual health.</p>
John Letchford	<p>Images To publish a book which will allow the wider community to see what severely disabled people can do as well as inspiring other people with physical disabilities to reach their full potential. It is hoped this will raise awareness and understanding in the wider community encouraging better communication with people who are disabled.</p>

ley Mzizi-England	<p>Ukhamba</p> <p>To organise a series of facilitated sessions to bring together women, and their families, from the African community in and around Eastbourne. The focus will be on mutual support and friendship, building self-confidence and helping people to integrate more easily into the wider community, gaining the skills and knowledge required in everyday life.</p>
on Vine	<p>Life Skill Training</p> <p>To run self-help groups for people suffering with mental health problems focusing on anxiety management, anger and low self esteem. It is hoped that this will combat the stigma attached to mental health thus empowering people to gain confidence to lead a normal life and return to some form of employment.</p>
n Chiu	<p>Personal and Physical Development Through Martial Arts Training</p> <p>To offer martial arts training to young people in the Eastbourne area who have not had such opportunities before. The project will promote activities which will help young people build their self-confidence and self-respect where boredom and lack of self-esteem often manifest itself into anti-social behaviour.</p>
AWLEY 2 (Nov 2004)	
abeth Rwakihembo	<p>African Cooking for the Community</p> <p>This is a project to celebrate the diversity of African Culture particularly through participating in the cooking of different types of African Foods. Food is very important in African Culture and is the focus for many types of African social events. There will therefore be an opportunity for people in Crawley to begin to learn more about African Culture, how to cook different dishes, at the same time as bringing people together to socialise, get to know each other better and above all have some fun.</p>
smukh Mulji	<p>Cultural Show (Bollywood Dance Academy)</p> <p>We want to set up a Bollywood Dance group in Crawley for 10 – 18 year olds to put on a show in October. We see it as a way of sharing our culture and promoting a more cohesive and multi cultural City giving young people in Crawley a chance to participate in these activities, gain confidence & new skills, realise their potential and take part in a live show.</p>
is Cook	<p>Langley Green Festival</p> <p>To organise and run a community event in this very culturally diverse area of Crawley in July 2005. The aims of the festival are to promote better understanding and respect within this multi cultural community, which has experienced considerable success during the past year. This will be done through a children's parade, performing local groups as well as sporting events, celebrating the positive aspects of the area of Langley Green.</p>
win Soni	<p>Children's Gujarati Language Classes</p> <p>We aim to support children for whom English is not their first language by providing Gujarati language and cultural classes on Saturday mornings at the local community centre in West Green Crawley. We will work with three age groups 6 – 10, 11 – 13, and 14 – 18 year olds. The project will link in and get support from the Crawley Minority Partnership project.</p>
o Limbacia	<p>Shakti (Energy)</p> <p>The Shakti project is all about ensuring that older people have the opportunity to lead more healthy life styles and get involved in various activities in and around Crawley. These activities will include Yoga; keep fit and health awareness classes. Through these activities people will be able to get more active, gaining in confidence and self-esteem. Taking part in, and running, these activities.</p>
en Penfold	<p>Neil's Club</p> <p>Neil's club will provide an activity centre for young people with dementia as well as providing support for their carers, family and friends. This will include sharing information, signposting and emotional support through weekly meetings, as well as the production and distribution of a leaflet about our network.</p>
helle Oldridge	<p>The Brook Nursery Toy Library</p> <p>Twice weekly parents will be holding a toy library, which will comprise of story books, educational toys and information about other local community groups which are available and children would not normally be able to access. The project will bring men</p>

	the community together to have fun and enjoy learning in a safe and su environment.
ita Parekh	<p>Kav's Street Vibes and Desi beats.</p> <p>I want to encourage and promote local young talent and will do this through dance sessions in two groups for 12 – 16 years olds and 17 – 21 year ol music will be a mix of Asian, Western Street and Urban Music. It will encour integration of all young people in the local community through a common int music and dance. In so doing it will also make dance accessible to everyone as building participants confidence and skills.</p>
ma Zulfiqar	<p>Ikra Women and Children Learning Centre.</p> <p>Our objectives are to help and support women and their children for whom En their second language. We will be running weekly sessions focusing on what want to do including learning English and Urdu, looking at how we can promot health, organising social activities, exploring issues around education in g Through this we will be helping to improve our lives, building our confidence a esteem.</p>
rid Kabasobokwe	<p>Black Youth Football Club</p> <p>We intend to set up a football team giving black youths in and around Cra chance to play football in a safe and supportive environment so ensuring that t better able to realise their full potential. Engaging these young people activities will tackle the problem of boredom which often results in all sorts social behaviour in the community and therefore getting in trouble with the poli</p>
nda Hobbs	<p>Afro Caribbean project</p> <p>I will be working closely with the Afro Caribbean Association in Crawley people to improve their English and get a better understanding of life in the U be running sessions on a drop in basis to suit as many people as possible res to what their needs are. It will help people to be able to integrate more easily communities where they live as well as helping people in their sea employment. It will also help to support and build the confidence of young c when they start school.</p>
lid Khan	<p>Health and Fitness in Asian Men</p> <p>Through this project I will help to raise awareness amongst Asian Men as importance of leading a healthy life style. I will be organising fun social a which will get people out where they can enjoy themselves and keep fit at th time. I hope to encourage Asian Men to thing about how they can avoid som killer diseases which effect them as they get older by being more active.</p>
na Nalawade	<p>Reading Club</p> <p>I will run a reading club for parents, carers and children whose first languag English where they can read on their own, tell stories, learn in their own lan encourage each other to read, or just socialise together in a safe environmen provide an opportunity for people to get together and support each other pro an interest in different cultures as well as helping with their children's education</p>
wa Mounla	<p>Listening to Play the Children's Hours Way</p> <p>I will run a number of sessions for children from different ethic backgro non-directive play based on creative listening. It will particularly help children range of different backgrounds to develop their confidence to fit into th environment they find themselves in. I will be working closely with the Ethnic Achievement Team based in Crawley as well as parents and local schools.</p>
riaya Haq	<p>Mothers and Daughters</p> <p>I will be working with a group of Asian families to help bridge the gap betw older and younger generations holding sessions at Bewbush leisure centre. T these sessions it is hoped that the different generations will be able to sha knowledge and experience and so learn from each other.</p>

2003 - 2004

CRAWLEY	
Arat Lukka	<p>Children's International Literature and Pilgrimage Traditions School Project We are going to develop an International Literature Workshop, which will be run at the Crawley International Mela but then subsequently taken around schools during the year. It will be a portable learning resource made of newspapers, journals, and books, as we want to give children the opportunity to have hands on contact with literature that they would not normally encounter. The aim is to raise awareness to the literary richness of various cultures and develop an understanding of the contributions that these cultures have made to modern life.</p>
David Pankhurst	<p>Silver Jaye Stroke Club We are a support group for people who have recently suffered from various strokes as well as providing respite for their carers. We provide an opportunity for people to get together have fun and socialise so reducing the isolation and loneliness that is often experienced by people who have suffered from such a debilitating condition. We benefit so much from meeting up together and getting out to a change of environment.</p>
Deborah Oxlade	<p>Broadfield East First - Parents Centre The Parents Centre and Community Room at Broadfield East First School is intended to offer a facility for parents and carers to 'drop in' and meet other parents in a comfortable and non-threatening environment. It will also be shared and used by a variety of others to offer a wide range of support, counselling, courses and activities. Our aim is to meet the needs, demands and wishes of all the parents involved.</p>
Barbara Lord	<p>Toy Library We are setting up a toy library for parents in the Broadfield and Bewbush area of Crawley. The library is being run as a project by Parent Volunteers.</p>
Stephine Fischer	<p>Fibromyalgia Support Group The Fibromyalgia support group is there to support and educate sufferers and their families. We achieve this by holding monthly meetings with speakers, a Bi-Monthly Newsletter, which is full of relevant information. We also have a telephone helpline that is there for members when they need our support and advice. Our aim is to raise awareness of this very debilitating condition both within the medical profession and the general public.</p>
Frances Callow	<p>St.Mary's Luncheon Club The luncheon club is for local pensioners living in the Southgate area of Crawley. It is often the only opportunity that we get to go out and meet other people living in the area. It is a really special social afternoon for us all, the highlight of the fortnight.</p>
Deborah Bridges	<p>Broadfield Teddies Toddler Group Our group is run by local parents and carers. It's an inclusive group aimed at encouraging participation from all sections of the community. Through activities in the group we hope to foster a better understanding of different ethnic origins in our community and how we all fit in with each other.</p>
Christine Maiden	<p>Magic Moments Tea Dance Club The 'Magic Moments' Tea Dance Club is for the over 55's. We will run it on a regular basis based in the Tilgate area of Crawley and we will provide refreshments, dancing, fun and friendship. Transport will be available for those people who are unable to get to the centre on their own.</p>
John Daniels	<p>Crawley Youth and Community Motocross Scheme We intend to provide a range of constructive, exciting training and recreational opportunities for young people and the wider community living in and around Crawley & Horley. In particular we want to set up a safe track site for biking as we are aware of the problems and dangers off road biking that goes on at the moment.</p>
Christine Bell	<p>Afro-Caribbean Entertainment project. We intend to actively involve the local community and schools in afro Caribbean entertainment workshops including story telling, singing, dancing, playing traditional drums and instruments, braiding hair and making friendship bands. This will be done in conjunction with the Crawley Mela International Festival.</p>

helle Child	<p>Maidenbower Community Carnival Our event offers a collective celebration bringing the Maidenbower comm Crawley together in a traditional form of festivity. Encouraging people, es children, to express themselves socially as well as artistically.</p>
ie Tobin	<p>Preparing Bangladeshi pupils for school. We will help Bangla speaking children prepare themselves for school so th have the necessary skills that they will need, especially around communicat language. We will develop play packs which will be taken to pre-school child their families to help them develop their speaking skills prior to entry into schoo</p>
ian Sansom	<p>Children of Crawley Multi Cultural Workshop experience We will provide a wide variety of creative craft activities, from all cultures, children of Crawley to participate in freely over the Crawley Mela weekend them the opportunity to try out and learn something different and new.</p>
le Martin	<p>St.Albans Community Morning The St. Albans' Community Morning is to take place on Thursdays from 10 until 12 noon in the church hall. Everybody is welcome to call in for tea or cof it is a chance to meet up with, or make, friends, sharing views and problems. An offshoot of this is that we hope to be running a parenting course on T afternoons.</p>
ghmana Khan	<p>Golden Fitness and Health Club We have set up a group to raise awareness about the needs of health and fi Asian women so giving us the chance to get out and learn more about how enjoy a healthier lifestyle.</p>
u Pandya	<p>Malaika (Sussex Multicultural Women's Group) We are a women's support group based in Crawley, which draws on the expe of our members who represent the diversity of the community we live in. We information and advice to our members who often find themselves isolat vulnerable in everyday life. Above all else we offer friendship and support.</p>
hard Cooney	<p>Crawley Open House Allotment Project This is an opportunity for people who live in the Crawley open house hoste together and do something positive, as we so often get bored and de-motiva will use our time and energy to plan what we want to grow, how we need to the ground, then harvesting the food and eating it together.</p>
miria Washer	<p>Persian Women's Association We want to keep alive our customs and culture so we have formed a Women's Association. We want to share our culture and experiences with th community living in the Crawley area. We will hold taster Farsi – Persian lang classes as well as Persian cookery classes. We will also be organising cele around key Iranian cultural occasions.</p>
e Austin	<p>Bewbush Art & Craft @base We are providing opportunities for children in Bewbush to express their creatively through participating in art and craft activities. At present, we are in the context of a toddler group, encouraging the children and parents to coll in various contexts e.g. painting, sticking, colouring, and modelling. Working t strengthens the bond between parent/carer and child, and self-esteem is bod they take home a precious piece of artwork, proving they 'can do' it. We als plans for a holiday play scheme and fun days to include older children.</p>
la Ann Leggett	<p>The Misty Maze Our project is to help young people understand dementia, and the impact it ca on their lives. Our aim is to give talks to Schools in the Crawley area during t twelve months.</p>
eh Ahmed	<p>Bangladeshi Welfare Association We are a support group for the Bangladeshi community in Crawley. We in meet up on a regular basis to discuss our social and cultural problems es focusing on education and cultural awareness.</p>
es Khan	<p>Health through Sports Action (HTSA) We intend to get other local Asians like ourselves who live in Crawley, to pa more in healthy activities such as sports, walks, and outings as well as to ha on healthy living focusing on topics that are particularly relevant to Asians.</p>

Nana Nevil	<p>Understanding differences We are a support group that intend to raise awareness to the problems that face when they are going through difficult times. It is my intention that something positive comes from the traumatic experiences we go through. I want to develop a support pack so that families, and children in particular, are treated equally by what is different, through sharing feelings and emotions.</p>
Sofia Patil	<p>Masti MASTI is a Crawley based dance group performing Bollywood and traditional Indian dancing. It provides an opportunity for people to express themselves through dance and practices. Most importantly MASTI means fun so if you want a piece of action, come and join us!!</p>
Jane Carter	<p>Swallows (over Sixties Club) We are a group of over sixties living in the Broadfield area of Crawley. We meet together on a regular basis to socialise and have fun so reducing the feelings of isolation that we often feel. We are going to arrange many different social activities such as entertainment, talks and outings that we can all enjoy.</p>
Dolph Metz Johnson	<p>Afro-Caribbean Drop in Centre The Drop in centre is a project, which will address the several problems facing the Afro Caribbean community living in Crawley and the South East. The centre will act as a temporary head quarters for AcA and will perform a mini Citizens Advice role to the Afro Caribbean Community. Advice and assistance will be given to members and indeed members of the general public on issues such as health, welfare, immigration, domestic violence, employment, business start-ups, sports and the arts.</p>
Anish Sharma	<p>'Pechan' an identity The aim of the project is to work with 2nd/3rd generation youngsters of Indian background, re-introducing them to their roots, culture and family values through learning and communicating in their mother tongue.</p>
Aileen Smallwood	<p>Early onset of Dementia activity centre and social group To provide an Activity Centre/Social Club for Younger People with Dementia, which will be central to the planning of each meeting. This will also include a Support Group for their Carers, family and friends.</p>
Mary Taylor	<p>Stepping Stones We intend to set up a gardening project for people with mental health problems in a safe non-discriminatory environment. We will provide activities, which are therapeutic and relaxing as well as providing a learning opportunity for those who would like to get into this field of work.</p>
Smita Vaid	<p>Families reading dual language books together I will share dual language stories and books with a group of children and parents/carers whose home language is Gujarati. I will use story sacks and rhyming books which will develop parents' confidence in all aspects of shared reading. All families will have fun learning together and it will help develop personal esteem and respect for our language and culture.</p>

London Champions Case Studies

We have made awards to over 1000 Londoners with the persistence, practicality and people skills to turn communities around. Here are just a few examples of Can doers and their innovative ideas.

African Food Healthy Eating Guide

Nana Amamoo became aware of the high incidence of diabetes and heart disease amongst the black community. She was particularly concerned about young African men who tended to rely on fast food rather than cook for themselves. Nana used the award to produce recipe cards and posters so that shop owners can pass on information about diet and cooking. The African Families Foundation is producing the posters. Nana has also started a part-time job with the foundation to carry on her work.

Graffiti Project

Paul Hill lives on an estate where there was little for the young people to do and they

ended up drawing graffiti on the stairwells. Paul persuaded the landlord to whitewash an exterior wall on the edge of the play area. Then he employed a graffiti artist to train the teenagers. The young people have enjoyed themselves and have been kept occupied. They have also stopped spraying graffiti on the stairwells.

Upholstery Training

Sydoney Massop lives on a large estate in West London. Sydoney had professional training in upholstery and sewing and she wanted to share these skills with others. She set up a sewing club for unemployed people with childcare responsibilities and language difficulties. The group sells its products at a market created by the group. Previously, the estate only had one shop so the market has completely altered the dynamic of the place.

Cycling Training

A lot of people learn to ride bikes as children but that isn't enough for London. You need road sense - how to ride a bike in traffic and to negotiate routes. Simeon Bamford has created a business out of training instructors in teaching road sense for cyclists. A huge number of people are now trained and they in turn have developed the skills of other cyclists.

Gardening Project

Neasa MacElean applied for the award on behalf of the local gardening project. With the award money the group bought a greenhouse and some tools and they put a stall outside to swap cuttings. The project has involved a lot of people. Even those with only a window box have got involved. There's also been a lot of social activity around both the greenhouse and the school.

Annex 3

Action Learning Circles

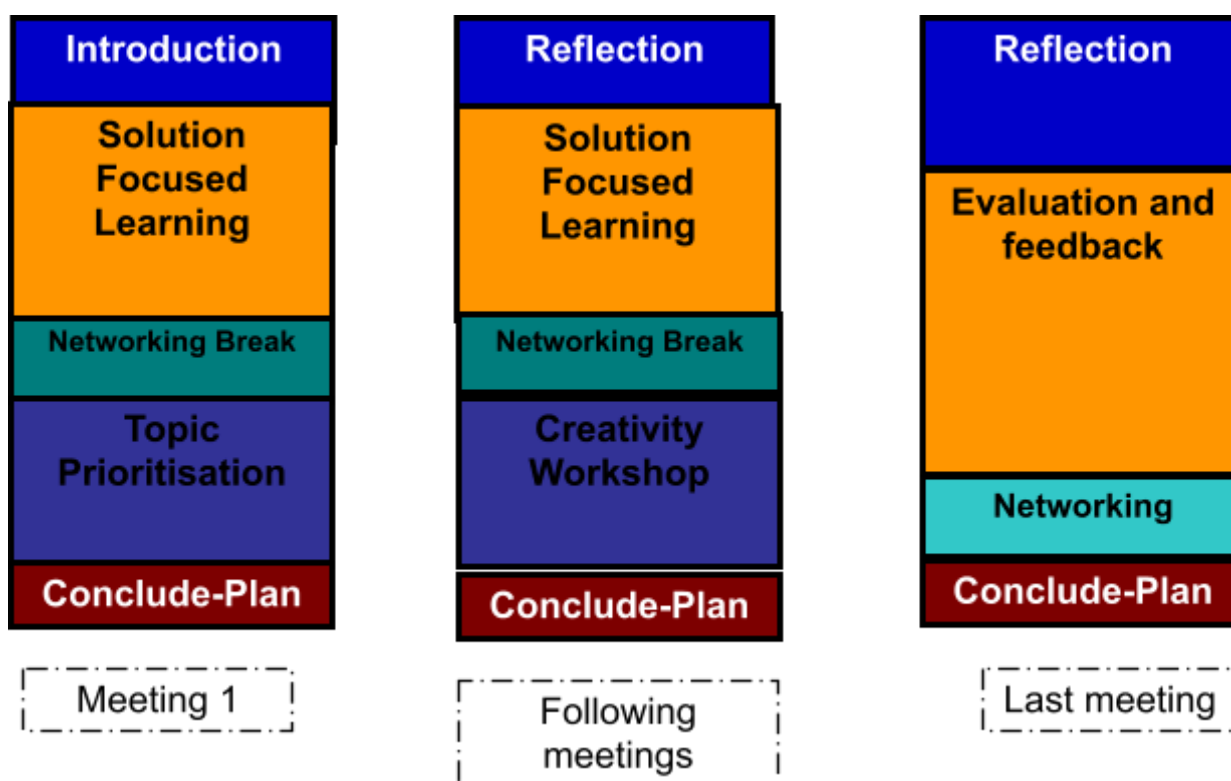
Action Learning is a structured approach to learning, action and mutual support which enables people working on social cohesion projects to make faster progress than would otherwise be possible. We have adapted and developed this model for work with diverse communities in many areas with a wide range of topics.

Action Learning Circles or sets offer a powerful way to follow-up on priorities identified through a Network Accelerator event.

The following diagram summarised the format for an action learning programme, which is run by an experienced facilitator to ensure that everyone is able to take part fully, to bring relevant information and to keep discussion focused.

The facilitator, participants or a guest speaker introduce new information, skills or learning activities at each session.

The outcome of action learning includes deeper understanding, mutual support among participants and more effective action on an issue such as social cohesion.



One-to-one coaching

One-to-one coaching can deepen learning and support for change, so the Scarman Trust trained Community Champions in solution-focused coaching to support each other. The Trust also developed Campaign Coaching to support community activists for Bristol City Council and the Sheila McKechnie Foundation.