

Chair of Board of Trustees, The Springfield Project, Sparkhill, Birmingham.

Application Pack

Thank you for your interest in becoming our new chair. We hope this pack will provide you with all the information you need to find out more about this exciting opportunity.

The deadline for applications is **Midnight Monday 3rd June 2019**. We look forward to your application.

Alison Roper-Hall, Trustee
Chair of Staffing Committee and Chair Recruitment

Background

In the 1980's, a group of women met in a cold church hall in Sparkhill and prayed about how they could help their neighbours. Today from that same site staff and volunteers of different backgrounds, are united in helping thousands of individuals and families each year. This is the Springfield Project.

We have exciting plans for the future, an investment fund for our current 3-year strategy, redevelopment of our buildings, expansion of our services, a 5-year citywide partnership to deliver our local children centres, an award winning Chief Executive, professional and passionate staff and volunteers, and a welcoming team of Trustees.

After four rewarding years of helping us reach this stage in our journey, our Chair Dr Simon Slater, is stepping down at our AGM in October 2019.

We are ready for a new Chair – could this be you?

Advert

Interested in using your gifts to help the 5,000 – no fish or bread required!

The Springfield Project is an award winning Christian charity in Sparkhill, Birmingham that has operated for over 30 years showing God's love in our community through practical service and action for families in one of the poorest areas in the UK. We help over 5,000 people each year and have exciting plans for the future.

Last year we had an income over £1m, employed 60 people, and were supported by over 100 volunteers. Together we delivered a nursery, children centres, forest school, community health and wellbeing services, job clubs, art, dance, parties and food. As a result our community improved their children lives, their own health, made new friends, gained new skills, new jobs, and helped others.

We are looking for a new Chair of Trustees

- Are you committed to working with diverse stakeholders to build strong teams?
- Are you already a Chair or a Trustee and looking for your first role in become a Chair?
- Are you looking for the next challenge to use your values, skills and experience to make an extraordinary difference?

Does this opportunity sound like you, or someone you know?

Then please continue with the application pack or forward this advert to someone who you think could be interested.

The closing deadline for applications is Monday 3rd and interviews Monday 17th June 2019

To Apply

To apply please write in a PDF or word document format:

- A covering letter (2 sides of A4) saying why you are interested in the role and how you think you meet the essential criteria listed in the person specification.
- Your latest CV (2 sides of A4) including the name of a reference from an organisation where you have been a member of a Board or Committee, and the name of a reference from a church you have worked with. We will only contact your references with your permission, if an offer is made.

Then send by email to Sue Round s.round@springfieldproject.org.uk by **midnight on Monday June 3rd 2019**

We will aim to inform candidates if they have selected for interview by the end of Friday 7th June, with interviews taking place on Monday 17th June during the day at the Springfield Centre. The interview panel will include Alison Roper-Hall, the Chair of the Selection Committee, other Trustees and Sarah Robbins the CEO.

Supporting Information

Please see below:

- The Role Description
- The Person Specification
- Our latest 3 year strategy – our mission, values, model of change, progress over the last 3 years, and where we hope to be in April 2021

Our latest annual accounts including a description of our annual progress is here:

http://apps.charitycommission.gov.uk/Accounts/Ends77/0001134977_AC_20180331_E_C.pdf

The Springfield Project has an introduction video about us and what we do which can be found here:

<https://www.springfieldproject.org.uk/about-us/>

Other details about us are on the Charity Commission website:

<http://apps.charitycommission.gov.uk/Showcharity/RegisterOfCharities/CharityWithPartB.aspx?RegisteredCharityNumber=1134977&SubsidiaryNumber=0>

We appreciate how important it is to talk to someone when considering important decisions. If after reading this application pack you have further questions, please email one of the following to arrange an informal conversation by telephone:

Dr Simon Slater (current chair) simonslater169@gmail.com

Sarah Robbins (CEO) s.robbins@springfieldproject.org.uk

Role Description and Person Specification



ROLE DESCRIPTION

ROLE DETAILS:

| | |
|------------------------|--|
| ROLE TITLE: | Chair for the Board of Trustees |
| HOURS: | On average 1 day a month, spread throughout month as required and able. See meeting time requirements |
| SALARY: | Voluntary role. Expenses paid, and individual membership fees of Association of Chairs |
| LOCATION: | Meetings usually held at the Springfield Centre |
| ACCOUNTABLE TO: | Trustees of the Springfield Project |
| Version: | Agreed by Board 15.3.19 |

KEY RELATIONSHIPS:

- Board of Trustees of the Springfield Project – including the 3 founding members Vicar of St Christopher’s Church, Church Council representative, and Birmingham Diocese.
 - CEO
 - Assistant CEO / Clerk to the Trustees
 - Staff and volunteers
 - Supporting CEO with other stakeholders and local partners e.g. St Pauls Trust, Local councillors, Jamatia Islamic Centre, Narthex, National events.
-

PURPOSE OF THE ROLE:

DUTIES AND RESPONSIBILITIES:

- 1. Strategy - Ensure the charity is carrying out its purposes for the public benefit.**

Work with the Executive and Trustees to help lead and maintain the vision, values, and charitable objectives for the project as a Christian Charity serving our community set out in our articles of association and articulated as Gods love for our community. Work with Executive to:

- Update and maintain adequate strategic documents and governance processes for the Trustees and Executive to use to set, monitor and report on direction and manage risk e.g. business plan, risk register, progress reporting to the Board.
- Update and maintain clearly defined roles and relationships between the Trustees and Executive e.g. Trustees Handbook, sub-committees, representing the organisation to external and internal stakeholders, supporting the Executive leading operational delivery.

2. Skills - Act in the charity's best interests and with reasonable care and skill.

Ability to chair meetings effectively and efficiently e.g. working with Executive to prepare papers and minutes, rolling action lists in a timely manner, ensuring a variety of viewpoints heard and considered at meetings, actions agreed, and meetings kept to agreed times.

Leading or contributing to Christian prayers at Board meetings.

Appointing 1-2 vice chairs from the Trustees to help provide a smaller support group for the Chair and decision making group between Board meetings.

Working with the Executive to ensure the right mix of skills and experience on the Board to fulfil strategy, representation and governance rolls of trustees. This includes:

- Develop and maintain an annual skills register of Trustees and address gaps over time.
- Rolling programme of Trustees being 'refreshed' over time with new Trustees with appropriate experience and skills.
- Ensuring Trustees are appropriately inducted.
- Training for Trustees either for individual responsibilities e.g. Safeguarding, or collectively such as external guest speakers at Board meetings providing insight and intelligence, especially around faith and other issues relevant for our community and services
- Using individual Trustees to help the Executive on specific tasks

3. Finances - Manage the charity's resources responsibly.

Attend the Finance Sub-committee and support the Chair of the sub-committee

Attend the HR sub-committee and support the Chair of the sub-committee.

Although the Chair may decide to change their involvement in these.

4. Compliance - Comply with the charity's governing document and the law, and accountability

Work with the Executive to ensure compliance with legal requirements as a charity and company ltd by guarantee including:

- Annual returns to charity commission and companies house
- Annual accounts and audit meeting charity commission standards
- AGM occurs in timely fashion to allow for accounts and stakeholder engagement
- Registration of Trustees and register of declared interests

5. Support for Chief Executive Officer (CEO)

Regularly planned catch ups with Chief Executive to cover:

- Planning and follow up actions from Trustee meetings
- Strategic role expected of Chair in supporting the Executive as set out below in this role description
- To provide line-management and personal development support for Chief Executive. In the past they have decide to delegate to another Board member.

6. Representing the organisation

Attending where required or delegating to other Trustees or the Executive external strategic meetings with Ofstead inspections, local authority or grant funders monitoring visits, locality meetings or other partners

- Attending where required internal strategic meetings such as liaising with the Vicar, the Church council, and staff and volunteer away days
- Leading or contributing to Christian prayers at staff and volunteer away days and church meetings.

Current meeting time requirements

- 4 Board meetings and 1 away morning, and AGM incorporated into Board meeting. (These usually occur on Monday evenings at the Springfield Centre)
- Line managing Chief Executive 8-12 meetings a year and finance authorisations. (These occur at a mutually convenient time, usually at the Springfield Centre or the Business centre offices in Hall green)
- Finance and HR sub-committees 6-8 meetings in total a year (These usually occur at the end of the working day to allow staff and Trustees to attend, and are held at the Springfield Centre or Business Centre)
- 3 training meetings per year for all staff and volunteers as and if required (These usually occur in the mornings in the Church, with a very good bring and share lunch)
- Adhoc meetings to present at conferences, attend meetings as and if required.
- Term is usually 3 years, with an option to extend for 1 more year, and ideally a years notice period.

Other

- The postholder will be expected to pass a DBS check
- Training will be provided for the role – through in-house induction, agreed support from the outgoing chair, and the membership of the Association of Chair which provides training, resources, and peer support.
- The role would be on our Board as designate Chair for the period up to 21st October AGM, then Chair after that point. There would be a 6 month probation after that period.

WORKING CONTEXT

The post holder will be expected to understand the developing nature of the role within the Project. The post holder will be a member of the Project staff and volunteer team.

EQUAL OPPORTUNITIES

The post holder will adhere to the Project's Equal Opportunities Policy in all aspects of service delivery, actively promoting services to meet the needs of disadvantaged and minority groups.

CHILD PROTECTION

The post holder will be expected to work within the Project's Child Protection Procedures, which are informed by the policy and procedures of the Birmingham Safeguarding Board.

DATA PROTECTION

There is a requirement to obtain and/or process information held on paper or electronic records in accordance with the Data Protection Act 1998 and the requirements of Project's policies. Information must only be held for the specific registered purpose and must not be used or disclosed in any way incompatible with such purpose. Information must only be disclosed to authorised persons or organisations as agreed by the Director.

HEALTH AND SAFETY

The post holder is expected to work within the statutory and Project's health and safety requirements.

Person Specification

AF=Application Form – CV and Covering Letter, I=Interview, R= Reference

| Attributes | Essential | Method of assessment | Desirable | Method of assessment |
|-----------------------|---|---|--|----------------------|
| Experience of: | <ul style="list-style-type: none"> • Successfully chairing meetings and building strong teams • Being on the Board of another charity, not-for-profit, or small business • Using strategic documents and governance processes in guiding an organisation and the executive • Maintaining values and distinctiveness of Christian or similar values led charity across a diverse range of staff and volunteers • Belonging to a church, regular participating in church life, and working with church stakeholders and structure. | <p>AF/I/R</p> <p>AF/I/R</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I/R</p> | <ul style="list-style-type: none"> • Long term planning / and strategic thinking • Representing an organisation externally and with professionalism | <p>AF/I</p> <p>I</p> |
| Skills and Abilities: | <ul style="list-style-type: none"> • Communication skills – able to present an idea effectively and establish rapport and to challenge in a constructive manner • Line management and support of senior staff in leadership role • Knowledge of governance laws, requirements, duties and how a Board operates • Understanding of Company accounts | <p>I</p> <p>AF/I</p> <p>I</p> <p>AF/I</p> | <ul style="list-style-type: none"> • Ability to operate as part of a team, providing appropriate input without dominating • Critical thinking skills – able to accurately simulate and analyse information and develop creative solutions. | <p>I</p> <p>I</p> |
| Personal attributes: | <ul style="list-style-type: none"> • Enthusiasm and full commitment to use faith, skills, and experience to make a difference, through building strong teams • Sound judgement and common sense • Integrity – high ethical standards | <p>AF/I/R</p> <p>I/R</p> <p>I/R</p> | | |

SPRINGFIELD PROJECT 3 YEAR STRATEGY
APRIL 2018-2021

Final Version – 23/9/18 Approved by Chair

The purpose of this document is to set out the high level direction and objectives for the Springfield Project over the next 3 years agreed by the Board of Trustees.

This is implemented by an annual business plan which is a separate document.

The rest of this strategy covers:

1. Who we are
2. Our vision, mission and values
3. Our model of change
4. Our organisational model
5. Our direction for the next 3 years

1. Who we are

The Springfield Project is an award winning registered Christian charity and company limited by guarantee. We were set up by St Christopher's Church in 2008 to help show God's love in our community through practical service and action. Our core area of benefit stretches beyond the church parish into the Sparkhill, Moseley and Hall Green areas of Birmingham.

In 2017/18 we had an income over a £1m, employed 60 people, and were supported by over 100 volunteers. Together we helped over 5,000 people from 2000 families who spoke over 16 different languages. We achieved this through a range of services.

Our Children's Centre services including home visits to families with young children, parenting and health courses, job clubs, debt advice, stay and play, family support work, and community festivals. We operate a nursery that helps children to be school ready, own six houses to provide housing for vulnerable families, and run activities on a local allotment, community orchard and forest school. We expanded the Springfield Neighbour Scheme with local health centres to help adults with a range of health needs to serve a wider group and area and now call it Community Services. During its second year this service engaged with 286 individuals referred for support, with the majority reporting a significant improvement in their wellbeing. This year also saw a series of anniversaries. Our partnership with St Christophers Church to deliver the Stay and Play group 'Seedlings' celebrated its 30th anniversary, while we celebrated 10 years of the opening of the new Springfield Centre built on the site of the old church hall.

Our Founder

St Christopher's church was the founder of the Springfield Project and operated many of the community services since 1988, prior to transferring them to a charitable company in 2008. The Church continues to provide a range of support for the charity, such as trustees, buildings for the charity to operate out of, volunteers and helpers for regular activities such as 'seedlings' play and stay, and prayer for our work and those we work with.

Governance

The Springfield Project is a charitable company limited by guarantee, incorporated on May 1st 2008 and registered as charity on March 16th 2010. The company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association. These documents were updated in September 2018.

Objectives and aims

The charitable aims of the company as set out in our founding documents state:

The objects of the charity are to provide care and support to people nationally, and in particular to children, young people and families in the ward of Springfield, and the city of Birmingham in accordance with the tenets of the Christian faith as understood by the Church of England, in particular but not exclusively by the provision of spiritual and other support, advice, services and facilities in the interests of social welfare for education and recreation with the objective of improving the conditions of life for the residents.

Provided that the objects of the Charity shall be delivered without distinction of age, sex, sexual orientation, mental capacity, race, creed or colour or of political, religious or other opinion; that the freedom of people of all faiths or none to hold and to express their beliefs and convictions respectfully and freely, within the limits of the UK law, is acknowledged; and that our Christian faith or belief shall not be imposed on others.

2. Our vision, mission and values

Our objectives are reflected in our vision, mission and values statement. This is set out below:

Our vision is to show God's love in our community

Every child, adult and family in our community will have the opportunity to live life in all its fullness.

Our mission is to help others live life to the full

Our mission is to meet people at their point of need and work with them to identify a pathway which will enable, empower or enrich them.

Our values are rooted in the Christian faith

As an expression of the church's mission, all aspects of our activities should reflect the love, compassion and forgiveness which Christians believe are most perfectly displayed through Jesus Christ.

We seek to live out the example of Jesus, who welcomed everyone, listened, and served others and wanted us all to grow to experience life in all its fullness. He says, in the Bible, "I have come in order that you might have life, and have it to the full" John 10:10. "I tell you the truth, anything you did for even the least of my people here, you also did for me" Matthew 25:40. "For I came to serve not to be served..." Mark 10:45. In Acts 6, Jesus' early followers made it a priority to organise care for others. This continues to be our mandate.

Our values

Our values define how we deliver our services. There are regularly highlighted with staff, volunteers and service users form part of the induction procedure for new staff and volunteers. In seeking to show God's love in the community and living life to the full, we expect all who represent the Springfield Project to share our values:

Welcoming and inclusive: We seek to provide a safe space for our community where all are welcome. We embrace diversity, celebrating the way in which people of different faiths or no faith can work together to bring about positive change in the lives of individuals and the community. We treat all who come to the Project with respect and warmth and recognise each person as an individual.

Listening: We recognise and value the unique insights and experiences of members of our community. We seek to ensure that the views of all those who have an interest in the Project inform the continuous development of our services.

Serving: We seek to contribute to the transformation of the lives of individuals, families and the wider community. We show compassion in our work, and strive to meet people at their point of need. We seek to get alongside people to share their stories, and offer support.

Professional: Our community deserves the best we can give them; therefore we recruit professionally qualified staff on the basis of their skills, knowledge and experience. We welcome and value the contribution of our trained volunteers who greatly enhance our services. We have policies and procedures in place to help us achieve our aims and objectives.

Growing: We look for the best in people and seek to empower them to use their strengths to take charge of their own lives and to support others. We are all on a journey of life-long learning. We learn through our daily life and work, as well as through discussion, reflection, practice and education. We accept mistakes and apologies, and encourage others by showing change and growth in ourselves.

Our partners are those who can help our community

Our values, rooted in our faith, may be shared by others too and we work in partnership with others to achieve our aims. We celebrate that Christians are not the only people motivated to work for the good of the community. As a place of practical compassion where many people gather, we are glad to learn together with others how they live out their values and faith.

3. Our model of change – Living life to the full the Springfield Way “Empower, Enable, Enrich”

The ‘Springfield Way’ is an Empower, Enable, and Enrich (EEE) Pathway that provides a vehicle for explaining, monitoring, recording and evidencing milestones an individual’s journey through our activities and measuring our impact as people have opportunity to live life in all its fullness.

The Springfield Project exists to serve our community and to act as a mission partner for St Christopher’s Church.

Depending on people’s starting point we offer a range of activities that empower, enable, or enrich their lives. All of our activities are designed with this in mind. All of our activities fit into an outcomes framework which clearly demonstrates how the pathway enables, enriches or empowers.

To **empower** is to help people understand they have a personal choice, power and authority, or remind them of their personal choice, power and authority and help them learn to use it. We do this by coming alongside people and walking with them on their journey through the EEE Programme offering encouragement and emotional support.

To **enable** is defined as “to provide someone with the resources, authority, or opportunity to do something; to make something possible or feasible.” We do this by providing services / activities for people to join.

To **enrich** is to improve or enhance the quality of life for people. We do this through the pathway but also through offering social activities and events for the wider community.

Examples of how this is applied to our services is in Annex 2.

4. Our organisational model - bringing it all together with our symbol of a tree

There is the example in the Bible of a well rooted tree bearing fruit in good and bad times. “They will be like a tree planted by the water that sends out its roots by the stream. It does not fear when heat comes; its leaves are always green. It has no worries in a year of drought and never fails to bear fruit.” (Jeremiah 17:8)

Using our symbol of a tree we understand our service delivery and the impact as the branches and fruit. The infrastructure, governance, assets and people we understand as the trunk. All rooted in the prayer and support of our local church who planted the original seed, the goodwill of our volunteers, the commitment of our staff, and our values.

“The fruit”

Our vision - Every child, adult and family in our community will have the opportunity to live life in all its fullness.

“The branches”

Our mission and model of change - Meeting people at their point of need and work with them to identify a pathway which will enable, empower or enrich them.

- Mini Springers Nursery
- Delivery of Children Centre Services
- Delivery of Community Services
- Delivery of Volunteering
- Community events
- Develop new services and partnerships

“The trunk”

- Develop building and grounds to support our aims
- Developing our governance, people and finances to support our aims

“The roots”

- St Christopher’s Church as founder, prayer and support, the Springfield Project as a mission partner
- Our values, and goodwill of our volunteers, and commitment of our staff.

5. Our direction for the next 3 years

Reflection on the progress of our previous strategy – April 2015-18

We have strengthened our roots by refreshing and being more confident about our shared values, grown our volunteer base from the local community, developed a more strategic relationship with our local church as their mission partner and through annual reviews, and benefited from committed staff during a time of great uncertainty.

We have strengthened our trunk by refreshing our governance, the way we plan, monitor and seek to build partnerships with others through our advisory groups. We have come a long way in understanding our business needs and financial situation, in particular the cost of our overheads and the principle of full cost recovery. We now are able to scrutinise every aspect of our business and ensure that it makes a financial contribution to the overall running of the project.

As a result our branches have grown. In spring 2018 we have successfully won a five-year contract for our children's centre services with the option for two more years. This contract provides significant stability and core income which allows us to focus our attention on developing other areas of the business. It also allows us to deliver our vision to a substantial population. We have been able to develop the community services side of our work which has allowed us to vary the sources of income and broadening our impact to adults who don't have children under 5. We have benefited from the support of the church to help continue the stay and play group 'Seedlings'.

Looking forward over the next 3 years of our this strategy - April 2018-2021

In April 2021 our roots will have been further strengthened with an going emphasis on our values by Trustees and staff helping new staff and volunteers quickly fit in and contribute, especially during the Children Centre changes in 2018. Our strategic relationship with the local church will now include a seamless offer of community activities from youth work, to Christian seasonal and education events, and a shared sense of our common mission and service to our community. Our volunteer and staff base will have continued to grow, as will our partnerships with other local places of worship and charities.

In April 2021 our trunk will have been further strengthen by new Trustees and Chair. A clear understanding of our 'pathway of change' for the individuals and community we seek to help will informing all our activities. Our monitoring and reporting of our impact will incorporate good practice in social reporting. We will have made significant progress on redeveloping the centre and church to reflect the needs assessment. We will have sold our remaining houses and seek to reinvest in new opportunities. We will have developed a successful ongoing fundraising function for our project and partners. We will be more confident on who and how we engage with other partners to develop and deliver new opportunities.

In April 2021 our branches will be flourishing. We will have successfully delivered the first 3 years of our Children Centre contract for our area, and overseen the community development strand for Children Centres across the whole city. Our community services scheme will have grown in terms of scale, impact, partnerships, and support. We will have stopped some activities that no-longer have the impact and resources required, and identified and started new activities that deliver our mission, have increased impact, and more sustainable business models or resources.

As a result by April 2021 we will have grown our impact through the number of people we have helped to improve their emotional wellbeing, access high quality childcare and parenting support and created more opportunities for friendships across the different groups within our communities, and access to training and employment.

Our objectives for 2018-2021

1. We will provide a wide range of supportive activities for children, adults and families in the Springfield and wider area.
2. We will increase our impact of our activities in terms of social, physical, emotional wellbeing, and a more inclusive and integrated community.
3. As a mission partner for St Christopher's Church - we will strength our joint working with those partners who can help our community and share our intention to work for the common good.
4. We will strengthen our capacity to secure a range of diverse funding streams to help deliver our services and those of our partners

Our separate annual business plan will provide the detail of how we will do this. How this fits together is in a summary slide in the Annex 1.

ANNEX 1

| 3 Year Strategy Objectives | Year 1,2 ,3 Business Plan Objectives | Outcomes By April 2021 | |
|---|--------------------------------------|--|--|
| <p>(1) We will provide a wide range of supportive activities for children, adults and families in the Springfield and wider area, and (2) increase our impact of our activities in terms of social, physical, emotional wellbeing, and a more inclusive and integrated community.</p> | <p>See Annual Business Plan</p> | <p>Our branches – EMPOWER, ENABLE, ENRICH</p> <ul style="list-style-type: none"> • Delivered first 3 years of Children Centre Locally • Overseen delivery of first 3 years of City Wide Children Centre support programmes • Community services will have grown in scale and income streams • We will have stopped or changed some services and started new ones | <p>Our Fruit - Number of individuals in our area helped:</p> <ul style="list-style-type: none"> • improve emotional and physical wellbeing • parenting skills • accessing training and employment • building friendships across different groups in our communities |
| <p>(4) We will strengthen our capacity to secure a range of diverse funding streams to help deliver our services and those of our partners</p> | <p>See Annual Business Plan</p> | <p>Our trunk</p> <ul style="list-style-type: none"> • New Trustees and Chair • Pathway of change for all our monitoring and improved reporting of impact • Significant progress in redevelopment of church and centre • Sold houses and begun to reinvest in new opportunities • Successful fundraising function for us and our partners and how we engage | |
| <p>(3) As a mission partner for St Christopher’s Church - we will strengthen our joint working with those partners who can help our community and share our intention to work for the common good.</p> | <p>See Annual Business Plan</p> | <p>Our roots</p> <ul style="list-style-type: none"> • Emphasis on our values in practice • Shared culture around Children Centre partnership • Seamless offer of community work for church and Christian seasonal and educational events for project • Partnerships grown with other local churches, places of worship, and charities. Volunteer base grown | |

ANNEX: 2

Examples of the Springfield Way ‘Empower, Engage and Enrich’ pathway within the activities of our different services that deliver our mission to ‘meet people at their point of need and work with them to identify a pathway which will enable, empower or enrich them’ and then creating the outcomes and impact of our vision of ‘every child, adult and family in our community will have the opportunity to live life in all its fullness’.

| <i>PRESENTING ISSUES</i> | <i>ACTIVITIES</i> | <i>OUTCOMES</i> | <i>IMPACT</i> |
|---|---|---|--|
| NURSERY | | | |
| <p>A child who is developing well requires a stimulating, warm and nurturing early education environment</p> <p>A child may have some development issues due to special educational needs</p> <p>A child may have their development impaired by factors within the family, including limited parenting capacity, issues of poverty etc.</p> | <p>ENRICH - A well run nursery with an enriching curriculum addressing children’s holistic development</p> <p>ENABLE - Support provided to address developmental concerns and wider family issues, enabling children to make good progress</p> <p>EMPOWER - Link to Children’s Centre to ensure that wider family issues are addressed and parents are empowered to improve their family’s life chances</p> | <p>Child is school ready and happy and confident for the next stage of learning.</p> <p>Child’s needs fully assessed and supported and plans in place for a good start in a school that meets the child’s needs</p> <p>Wider family issues improved and parents are happy and confident for their child’s next stage of learning.</p> | <p>The children of Springfield are on track at the end of the Foundation Stage evidencing good all round development</p> <p>Children with additional needs receive early identification and support to ensure good development in line with their own capabilities</p> <p>Parents in Springfield are confident and competent, with reduced poverty and improved wellbeing.</p> |
| CHILDREN CENTRE | | | |
| <p>A new parent may lack understanding of their child’s needs, there may be issues of mental or physical health, there may be disability in the family with either parent or child, family relationships may be struggling</p> | <p>EMPOWER - Targeted early intervention services to address issues with parenting or child development</p> <p>ENABLE - Universal service to provide learning and fun</p> <p>ENABLE - Universal services to promote social engagement and wellbeing support, employment and training advice</p> <p>ENABLE - Clinics to promote healthy pregnancy and early years development</p> | <p>Improved parenting and family relationships.</p> <p>Child is growing up in a nurturing environment, with better physical and mental well-being and ready for school.</p> <p>Parent has increased skills and confidence in parenting. Parent is empowered to follow their own pathway towards employment and good wellbeing.</p> | <p>Contributing to the local economy</p> <p>Aware of their environment</p> <p>Aware of local issues</p> <p>Physical good health</p> <p>Good emotional health and wellbeing.</p> <p>Ongoing and supportive family life</p> <p>Children have a better start in life.</p> |

| COMMUNITY SERVICES | | | |
|--|---|--|---|
| <p>Vulnerable adults presenting as lonely and isolated, with physical or mental health issues and concerns, elderly and frail, or newly arrived to the area</p> | <p>EMPOWER -Targeted services to build capacity and combat issues ENABLE - Activities to reduce isolation and build self-confidence ENABLE - Better ability to manage other chronic health concerns</p> | <p>People will have a wider circle of friends, they will feel supported and now where and how to access help. People are familiar with the area and feel welcome. People are aware of local issues and their environment. There are positive family relationships and people are contributing to the local economy.</p> | <p>The community is aware of local issues and their environment Positive, friendly relationships contribute to community cohesion More members of the community are contributing to the local economy Reduced drain on primary care</p> |
| VOLUNTEERING | | | |
| <p>Volunteers come because:</p> <ul style="list-style-type: none"> • they are newly retired and want to stay active • they are lonely and want to make friends • they want to give something back to the economy or to the charity they have benefited from • they want to belong to something • CV builder because they are looking for work • The Project needs volunteers with time, commitment and skills to enhance and increase the services and activities we are able to offer | <p>ENABLE - A range of volunteering opportunities are identified and created in line with the needs of our services and activities ENABLE -Volunteers are recruited for the roles, inducted, trained</p> | <p>The volunteers are matched to roles that suit their skills and talents. Volunteers are supported throughout their journey in line with the EEE Pathway model. Volunteers build work experience for their CV remaining active Volunteers are making friends and developing a sense of belonging. Volunteers have a sense of making a difference and contributing to the project and the community</p> | <p>Volunteers have improved physical wellbeing as they are remaining active Volunteers have increased social capital (they have friends, know how and where to access to support) Volunteers are contributing to the local economy Volunteers enter the labour market Volunteers are aware of local issues and their environment The Project is able to deliver more services and activities to more people,</p> |

COMMUNITY EVENTS

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| <p>There are limited opportunities for this diverse community to mix, learn more about each other and develop relationships.</p> <p>The current climate of fear, Islamophobia and stigmatisation of “others#” is damaging to our community and local people are vulnerable to negative messages.</p> <p>The community of Springfield has limited access to arts activities.</p> | <p>ENRICH - Community events that increase communication and connection across the community</p> <p>ENRICH - Arts activities that bring people together and expose people to new opportunities for pleasure and self-expression.</p> | <p>Individuals are empowered and enabled to engage in dialogue with people from different backgrounds</p> <p>Members of the community recognise that “we have more in common than that which divides us” which enables a more cohesive community.</p> | <p>Positive, friendly relationships contribute to community cohesion</p> <p>Decreased community tensions</p> <p>Improved community wellbeing</p> <p>More people access our services and activities and promote our services via word of mouth</p> <p>Reduce drain on primary care</p> <p>Increased take up of our services and activities</p> |
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END