



IMPACT REPORT



2019-20

INTRODUCTION

Sarah Robbins, Chief Executive Officer

I am delighted to share with you our Impact Report for the year 2019-20. It was a year of growth for us as well as one of consolidation as we embedded new systems and practices.

Our Early Years work remains at the heart of all we do. With the opening of Park Road Nursery we are now proud to offer two nurseries for children aged 2 – 4 from the local community, as well as our Children's Centre and the Seedlings universal stay and play group. Serving the youngest members of our community and their families through those precious 'first 1000 days' allows us wonderful opportunities to empower, enable and enrich families and to support children towards better outcomes.

Our work doesn't stop with the Early Years though, as we seek to serve all in our community. For primary aged children we were able to further develop our holiday playscheme provision and ran another successful Creative Families Festival. We continued to develop our relationship with Moseley School with our youth volunteering scheme. Our Community Services work with adults has consolidated during the year, with more focus on group activity whilst our health colleagues focus on outreach and assessment.

March 2020 saw the arrival of the COVID-19 pandemic which has had a huge impact on how we support our community and it will continue to do so for some time. Many families will have



experienced loss and trauma during this time and the emotional and psychological impact of lockdown has had a profound effect on many. We know that the socio-economic impact of the pandemic will affect many more people in coming months. The longer term impact of the pandemic and our learning from this period will naturally dominate our work over the coming year.

I would like to thank all of the Springfield Project staff and volunteers who have worked so hard to serve our community over the past year and who embody the Springfield Project values and ethos in all they do. It is a privilege to work with and for the local community.

empower enable enrich

WHO WE ARE

Our History, Mission and Values

Born out of the local parish church, 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.

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

As a result, we have the vision to share God’s love in the community, that every child, adult and family in our community will have the opportunity to a life in all its fullness. Our mission fulfils this as we set out to meet people at their point of need and work with them to identify a pathway that will empower, enable and enrich their lives. Based on the integrity of the Christian faith, our values define how we deliver our services.

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.

The image of the tree is very important to us:

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
- Park Rd 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.



THE YEAR IN NUMBERS

68

staff

and

100

volunteers



supported



over



5,000

individuals (2,000 families)

with a range of support services and activities.

over

10,000

attendances took place



14

languages spoken by
our service users

WHAT'S NEW?

Park Road Nursery

During the summer of 2019 The Springfield Project took over the running of one of the former Birmingham City Council Nursery Schools. As a result of intensive refurbishment inside and outside, Park Road Nursery opened for children in September 2019 under new management. The nursery has been completely revamped into a bright and welcoming learning environment, with clear areas of learning within the Early Years Foundation Stage. The Nursery offers sessional places, mornings or afternoons, for children in receipt of the Early Educational Entitlement grants. This includes all 3 and 4 year olds and eligible two year olds. We are an inclusive Nursery and provide places for children with special educational Needs.

Since opening In September we have had 42 Children attend the Nursery. 41 of those children who attended have English as an additional language, with 6 different home languages.

A great majority of children start in Park Road Nursery with skills and understanding that are below and for many well below, the standards expected for their age, and are behind in their learning and development. By following an Early Years foundation curriculum, supported by planning in the moment tailored to the needs of individual children, and together with the commitment of a highly experienced staff team, children make good progress from their starting points. As children move up through their individual development bands we see children who are happy and engaged in their learning.

All Nursery staff work together collaboratively to ensure that children are given the precise level of support and encouragement to enable them to make the best possible progress. Children from all groups, including disabled children and those with special educational needs make excellent progress, and because disabled children and those who have special educational needs are supported very well, they integrate fully with others and have equality of access to all activities and experiences.

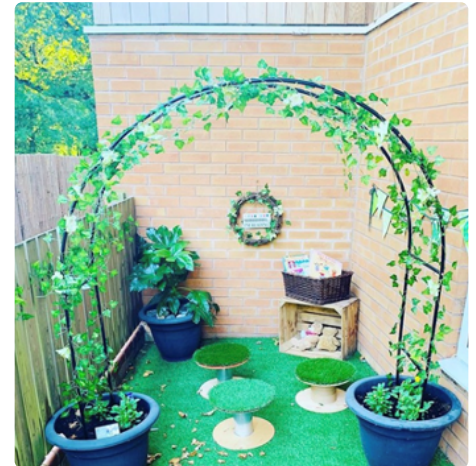
The Nursery values the key role of parents in their child's education and all staff engage well with parents. All parents are aware who their child's key worker is. Parents have had reviews with their child's key worker which involves sharing information on their child's journey and progress in the Nursery. This gives parents an opportunity to express their views and concerns they may have regarding their child's learning and development. Parents are involved in contributing to the nursery planning, and complete a written weekly summary of what's going on at home, which includes anything significant happening in their child's life such as visits, holidays, new pets, or family celebrations. Staff use this information to add ideas to the planning process.

All Children that attended since opening have made good progress in their EYFS development areas.

The Springfield Project is excited to have the opportunity to expand further into Sparkhill and in close to proximity to the park. This will give us a base to offer more exciting community activities using the natural park environment, and to reach more people.

After many years of successfully running Mini-Springers we are keen to see how we can build on our expertise in early years and nursery provision by taking on this new development.

**Springfield Park Road Nursery,
57 Park Road ,
Sparkhill,
Birmingham,
B11 4HB**



BIRMINGHAM FORWARD STEPS

As one of the strategic partners for Birmingham Forward Steps, the Early Years Health and Wellbeing service for Birmingham, we continue to work closely with our partners at Birmingham Community HealthCare NHS Foundation Trust, St Paul's Community Development Trust, Barnardos and Spurgeons to help shape Early Years services across the city. As part of our strategic role within Birmingham Forward Steps, The Springfield Project supports a number of city-wide partners who enhance and support the core offer. It has been a pleasure to support the work of Home-Start, KIDS, Early Years Alliance and Thrive Together Birmingham as part of our wider work.

SOUNDS OF PLAY

In 2019 The Springfield Project came together with partners to form the Birmingham Early Years Music Consortium. The Consortium brings together Early Years organisations with music organisations to share knowledge and skills, and to work together to develop a rich musical offer for young children in Birmingham.

Thanks to funding from Youth Music we launched the Sounds of Play project in June 2019. Sounds of Play is a two year workforce development programme, which brings together early years practitioners and musicians to learn and develop alongside each other. A range of training and development opportunities will be delivered over a two year period.



SPRINGFIELD CHILDREN'S CENTRE



Early Years and Outreach Workers in the district have completed their competencies and have started to support Health Visitors with their 12 month and 2 year old developmental checks.

630
Children



790
Adults

1,390

parents and children benefitted from the Children's Centre between April 2019 - March 2020



716 participants were consulted during the period and **94.7% (678)** reported a positive difference, showing an improvement trend in confidence, skills and knowledge.

16



parents were supported in the **Freedom Programme**, with Domestic Violence support and a package of Family support intervention was put in place.

43



families have completed the **HENRY (Health, Exercise Nutrition for the Really Young)** programme. It is a programme developed to help parents and their babies and young children have a healthy start in life and encourage the whole family to adopt a healthier lifestyle.

70



families accessed **Health Activities** with **97%** showing increased knowledge and understanding of the outcomes

107



referrals for Families and Children requiring Early intervention and family support from various agencies such as Children's Trust, Midwives, Health visitors, schools and nurseries.

128



people took part in the **Holiday Kitchen** during the summer period

162



parents and children attended **Oral Health Sessions** and have increased knowledge and understanding of oral hygiene

279



parents and children attended targeted **Stay & Plays** and were supported in various areas such as Baby Matters, Special Needs and School readiness

CASE STUDY

Nadia's Story

BRIEF LIFE STORY

Nadia age 22 was very isolated and pregnant with her first child. She came to the country with her father and older sister, who both have since returned to Romania. Nadia stayed in the UK for work with her boyfriend. On finding out Nadia was pregnant he also abandoned her.

ASSESSMENT OF NEEDS

Nadia stopped working due to her pregnancy and was also ineligible for benefits. She was unable to pay her rent and didn't have enough money to buy food, clothing and toiletries. Nadia was dependent on her friends for accommodation and financial support.

SUPPORT / INTERVENTION PROVIDED

The Springfield Project helped Nadia with securing an appointment with the Job Centre and completing her Universal Credit form. This was rejected and she was advised that when the baby was born she would be entitled to Child Benefit and Child Tax Credit but for the moment she was given food bank vouchers. Food bank were very generous because she was pregnant. Nadia was always invited to attend the various Children's Centre services to reduce her isolation and was provided with a healthy lunch. Nadia was also signposted to the Gurudwara where she was able to have a free hot meal

and she also attended the local church where she received support. Many times she would call when she was feeling down due to knock backs with her benefits. Emotional support was always given and she was referred to the Wellbeing Hub. Nadia lived in a shared accommodation where other tenants would smoke and sometimes used drugs. She was signposted to Narthex, another local charity, for support with housing. She attended regular antenatal appointments and was supported through the Doula service.

OUTCOME

Nadia was offered housing before the baby was born. Her ex-boyfriend came back into her life and wanted to be part of the baby's life too and began paying for her rent. Nadia was very happy as she had her own kitchen and bathroom, and gave birth to a healthy baby girl. She started to receive child benefit and healthy start vouchers. Nadia received furniture from her local church. She also received food items and baby products from the Children's Centre. She was supported in applying for Universal Credit, council tax and house benefit. She received resilience funding and a referral was made to Babybrumbank for nappies and baby milk.

PARENTS COMMENTS

"I received a lot of support from the Children Centre. 100% support from my family support worker. Always was there for me when I felt down. Family support worker helped me a lot. I am so happy."

THE IMPACT

- Nadia is now receiving benefits and feels confident in looking after her baby
- She has a good relationship with the baby's father, which provides a support network.
- Family is living in a safe environment with all amenities.

This details of the story has been changed to preserve anonymity and reproduced with consent obtained from the Parent. Stock imagery has been used under FO commons licence from freepik: www.freepik.com



MINI SPRINGERS

Mini Springers Nursery is an Ofsted registered nursery provision that offers sessional places, mornings or afternoons, for children in receipt of the Early Educational Entitlement grants. This includes all 3 and 4 year olds and eligible two year olds. We aim to be an inclusive Nursery and provide places for children with Special Educational Needs, wherever possible.

This year 84 children have attended Mini Springers nursery. All the children attending have English as an additional language. This year there were 12 languages: - Mirpuri, Urdu, Gujarati, Punjabi, Pushto, French, Hindko, Bengali, Kurdish, Somali, Romanian and Arabic. This shows the diversity within the local community! Staff have learnt new key words in home languages and used visual timetables within each key group; this made it easier for children to settle, supported their understanding and enable staff to connect with the children.

This year we adapted our planning a little to ensure we are following the children's interests and teaching them 'in the moment', but also giving them opportunities to learn from a range of experiences, resources and activities. Creating a new construction area and mud kitchen outside and generally improving our outdoor space has provided more challenge for children. This has had an impact on children's learning as the children were engaged and stimulated in their areas of interest. There are set activities which are planned for each nursery area every week as an invitation for children to play. These have further helped keep the children engaged in their learning and make progress in many areas of their development. This year we had had



more outings within the local community such as visits to the park, library, allotment, car wash, forest school, barbers and a special visit to see the chickens in the local community.

"Please convey my gratitude to all the teachers at mini springers who have been an important part of all of my children's journey. You have all done such a wonderful job, I'll be forever grateful. Please take care of yourselves and continue being amazing. Keep up your wonderful work and we'll visit the nursery soon."

Whole nursery - total number of children

Children who attended Mini Springers were significantly behind in their learning and development. However by the Spring - improved in all areas of their learning which shows the impact of nursery intervention. Due to COVID we were unable to track children across the full academic year.



ALL - 72 CHILDREN IN THE ACADEMIC YEAR	BASELINE		AUTUMN (70) CHILDREN		SPRING (83) CHILDREN		SUMMER	
	AVERAGE MONTHS BELOW AGE EXPECTED	% OF CHILDREN AT AGE EXPECTED	AVERAGE MONTHS BELOW AGE EXPECTED	% OF CHILDREN AT AGE EXPECTED	AVERAGE MONTHS BELOW AGE EXPECTED	% OF CHILDREN AT AGE EXPECTED	AVERAGE MONTHS BELOW AGE EXPECTED	% OF CHILDREN AT AGE EXPECTED
Making Relationships	-13	0	-9	3	-8	10		
Self-Confidence & Self Awareness	-13	0	-9	3	-8	8		
Managing Feelings & Behaviour	-14	0	-10	3	-9	7		
Listening & Awareness	-14	0	-10	3	-9	8		
Understanding	-14	0	-10	3	-9	8		
Speaking	-14	1	-11	1	-10	10		
Moving & Handling	-13	1	-8	4	-7	10		
Health & Self-Care	-13	3	-9	3	-8	10		

CASE STUDY

Snapshot - Danyal*

BACKGROUND INFORMATION ON DANYAL

Danyal lives with his Mum, brother and sister. He has social interaction difficulties and has now been diagnosed with autism. He started Mini-Springers aged 3 years and 4 months. Before starting nursery, he had not attended any setting but had received support from a teacher from the early support service, who visited the family regularly.

MINI-SPRINGERS NURSERY INTERVENTIONS

Before Danyal started at Mini-Springers, it was clear he would need some extra adult support in nursery in order to be fully included and make progress. The SENCO applied for additional funding (ISEY) which enabled an extra adult to be in Danyal's group for some of his nursery session. This enabled Danyal's key person to build a positive relationship with him and helped him to settle quickly.

Danyal's key person received training and attended workshops on autism which enabled her to better understand and support Danyal. Using Danyal's special interest in numbers, his key person was able to connect with him and encourage him to try new activities. Photo cards were also introduced to help Danyal understand the nursery routine and support him to communicate his needs.

MULTI-AGENCY WORK

The SENCO had regular meetings with Danyal's mother, key person and professionals to review his progress and plan his next steps. She liaised with professionals in health and education to ensure Danyal received the support needed, including Danyal's early support worker, health visitor, paediatrician, the child development centre (CDC) team and the area SENCO.

Danyal was referred to the educational psychology team and a request for an educational health and care assessment was made. He now has an Education, health and care plan (EHCP) in place and has a place at an autism specific special school for his reception year.

OUTCOMES ACHIEVED

Danyal settled really well at Mini-Springers and formed a bond with his key person. He became more confident in accessing different activities in the nursery and started to play with a wider range of resources and activities. His communication skills developed, and he started to communicate more intentionally using gesture and photos. He also started to join in with his small group for snack time.

PARENT'S COMMENTS

"I had a good experience with Mini-Springers. I trust them; they are lovely"

PARK ROAD NURSERY

57 Park Road Sparkhill, Birmingham, B11 4HB



Park Road Nursery



42

children attended since opening, September 2019

"I was worried he won't settle, but I am glad he has, he loves coming to nursery and enjoys his time here."

8



of the children that attend the Nursery have special educational needs, which include Autism, Down syndrome, global developmental delay, and visual impairment.

5



of those children have underlying health issues, these children's needs are supported by Nursery Senco, who works in partnership with external agencies.

6



different home languages spoken with **41** of children who attended with English as an additional language.

"I am very happy with all the support that we have received, the nursery has adapted the environment to suit Mustafa's needs. I am very pleased with the communication with everyone and how flexible the nursery is."

COMMUNITY SERVICES

Community Services provides a range of free activities for adults living in our community. The aim of these activities is to improve people's sense of worth and their overall sense of wellbeing. Many elderly people live alone so we strive to help people combat loneliness and depression by participating in activities they enjoy. It is a great way to make friends and talk to people.

The weekly activities we provide include: Creative English which is a fun way to access English through role play and conversation, Place of Welcome, Creative Wednesday and the cooking group. Mindful Movement continues to attract people of all ages and abilities. The gentle chair-based exercise group with its lively music and enthusiastic instructor from Bloomin' Health are a winning combination, helping hundreds of women every year to improve their health and fitness.

Over the last year we have started several new groups and activities such as cycling, weekly healthy walks, reading groups to help boost confidence in spoken English and Women's Wellness Group. This has helped broaden our reach in the community.

Everyone who attends brings their own strengths, skills and stories to share. Using the Asset Based Community Development model, we are able to help people reach their full potential and to feel part of something bigger; so reducing isolation and loneliness and helping citizens to be active and to stay healthier longer.



The group of leaders and attendees at St Martin's in the Bullring demonstrating the artwork the group produced.

Our thanks to the Fair Share Programme for their input in supporting our volunteer led cookery group.

During the year, The Springfield Project participated in the nationwide Place of Welcome event at St Martin's in the Bullring. We were proud to have our artwork feature in the open day speech, and then take pride of place within the Places of Welcome art installation.

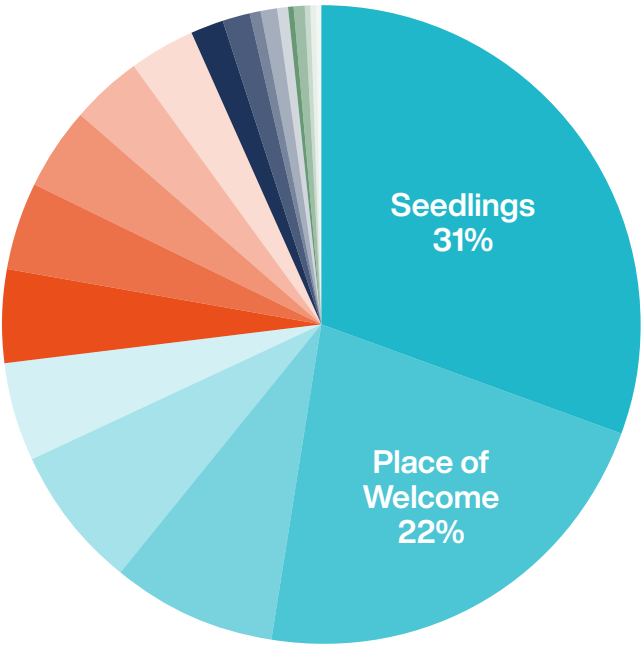
Summary of attendances during the year



All the artwork from the Places of Welcome covered the tent!



The Tree of Life



2518	31%	Seedlings
1820	22%	Place of Welcome
693	8%	Mindful Movement
433	7%	Creative Wed & Crafting Community
159		
413	5%	Talking Together
384	5%	English & Maths (JIC)
352	4%	Play Scheme
345	4%	Wellbeing
310	4%	Creative Families
272	3%	Cooking Group
129	2%	Creative English EL1
114	1%	Feel Good Fitness
58	1%	Day Trip
52	1%	Santa Comes to Springfield
51	1%	Creative English EL2
35	0.5%	Job Club
28	0.5%	Healthy Walk
28	0.5%	Narthex
14	0.4%	Cycling
11	0.3%	Reading Club
8	0.2%	POW Event St Paul's
5	0.1%	Benefits and Money Advice
1	0.05%	Bangra Blaze

CASE STUDY

Miss D's Day Out

Miss D was introduced to the Springfield Project by her family support worker when she moved to the area a few years ago. Miss D is now a regular at The Springfield Project attending 75 times last year.

"My first impression the first time I attended a group was that I was made to feel very welcome very quickly. When I first attended the centre I was suffering from post natal depression. I was alone in a new area with a 1 year old and had no support network.

I continue to attend the crafting group on Wednesday and POW ON Thursdays. I've attended family days at the centre and play and stay groups. I've taken wellbeing courses and parenting courses as well as annual beach trips and Christmas events.

I'm a much happier person. I have a lot to thank the Springfield Project for. I've had a lot of direct and indirect support from The Springfield Centre. I continue to attend groups and events which are invaluable to me."

Right: Miss D on a trip to Blackpool in August 2019 organised by the Creative Wednesday group.



PLAYSCHEME

Thanks to funding from Children in Need and Happy Healthy Holidays this year's Summer holiday playscheme was bigger and better than ever. 70 children took part in 11 playscheme sessions, each lasting four hours. We know that many families struggle with food poverty during the Summer holidays. 90% of the children that attended would usually receive free school meals during term time. This year we were pleased to provide lunch for the children each day, along with some positive and fun activities about healthy eating and exercise.

Children made great use of our Forest School site with regular outdoor fun and challenge. We love to make sure that all children have the opportunity to climb a tree during their holiday! We also had a visit from a musician, and an animal encounter session. Children were involved in the planning of the sessions and able to develop their own interests and passions. Cooking, arts and crafts, den building and sports were all very popular.



PLAYSCHEME QUOTES

From Parents

"Knowing that I left the children in a safe environment very happy that they came back home with smiles on their faces, telling me what they loved doing."

"Excellent opportunity for children to explore things and enjoy holidays."

"Fantastic idea during the summer holidays, it was good for keep you active and healthy."

From Children

"This is the best playscheme I've ever been to."

"Loved doing the beads."

"We had as much fun as possible."

"I like it when we all eat together."

"I have made lots of friends."



We feel the impact of our volunteers in so many ways. Volunteers come to us at various stages of life and for many reasons. We have found that our volunteers grow in confidence and feel an increased sense of purpose and wellbeing. They benefit from increased access to free training, increased skills in working with others as well as new friendships, contacts, and networks to aid them in their personal development. We love to see volunteers of different cultural and faith backgrounds building relationships and learning from one another.

Our service users benefit from our volunteers because it gives them an opportunity for more services and a smaller ratio of leaders to participants. This equals better interactions and support for our attendees. When they see volunteers, who look and sound like them and who live in the same community with them, they get a greater sense of belonging and a freedom to be their whole selves, culture and beliefs included.

100 volunteers donated nearly £18,000 of time and enhanced our supervision through their skills, commitment and training.



VOLUNTEERING QUOTES

How Volunteering has made a difference to me or my life

"It has helped me come out of my shell – helped to build my confidence."

"It has given me more interaction with people."

"I have learned not to be judgmental."

"It makes me do things that I don't really like doing and what I'm not good at."

"It has helped me to build my confidence, meet new people, gain more experience."

"It's a nice experience meeting new people."

What I like about volunteering

"Having to meet and converse with different people."

"Using my skills and helping others."

"Volunteering is boosting up my confidence and help me to deal with the pressure in the work environment."

"I like meeting new families and I enjoy working as a team to provide the sessions."

"A lovely place to work."

"Meeting people and share and learn new skills and experience."

empower enable enrich



CREATIVE FAMILIES

This year's Creative Families Festival was a musical extravaganza 'Sound it Out'. Over two days in the February half term holiday we were joined by 20 artists and 500 visitors. We celebrated music from around the world, with art, craft, drama, dance, poetry and storytelling.

We know that many families in our area have limited access to the arts and we love this annual opportunity to bring the arts to our children and families. The arts are a great way to:

- support children's development,
- provide opportunities for families to have fun and learn together
- support the emotional wellbeing of both adults and children
- bring our diverse community together to celebrate our cultural heritages.



"Truly Awesome
Great experience,
loved it!"

"This was spectacular
I loved it when we
made puppets!!"

"It was so fun making
the amplifiers and
guitars."

"Our children
loved it, a big
thank you."



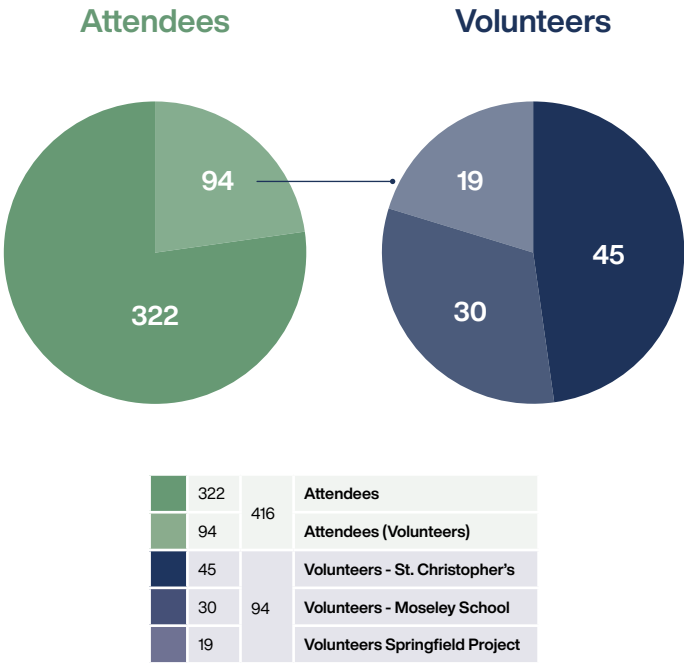
COMMUNITY EVENTS

Mayor's Community Weekend

In June 2019, we hosted a street party to bring together local residents for conversation, friendship, creative activities and fun. The event was hosted by St. Christopher's Church in conjunction with the Springfield Project and local volunteers. The church car park was set up for a street party with a long line of tables, chairs and decorations where we served afternoon tea style food and drinks. In the church and garden we provided activities for both children and adults including creative arts and crafts, musical performance and physical activities.

The party brought together staff and volunteers from our children's centre, nursery, adult wellbeing service as well as 30 local young people doing their Duke of Edinburgh award with local residents. We had a Garden theme and attendees made crafts from flowers, vines and hedge cuttings. They also listened to a children's story about a community garden, identified seeds, played on a bouncy castle, kicked a goal, got their faces painted and their hands henna'd, did some knitting and sat for a rest to listen to members of the community singing and playing in the church.

Bringing people together for an event like this allowed our neighbours, who are from many different countries and heritages, speaking a range of languages, to make new connections, break down barriers and come together as a community.



SEEDLINGS

Seedlings stay and play is aimed for children from 0-4 years old and their carers. Seedlings is held in St Christopher's Church and is open to all areas. Seedlings is supported on a weekly volunteer basis, without our wonderful volunteers there would be no seedlings. We have leaders for each of the groups who have a good understanding of children's development and plenty of resources to support parents who benefit from additional support/advice.

Many of our parents who attend seedlings have felt isolated and alone and at Seedlings they come into a safe space where they are welcomed and supported, they meet other parents and form friendships and spend time with their children. Over the years, many of our parents have become volunteers themselves as they want to give something back, this has affected their lives and they have grown in confidence and developed new skills. Several of these volunteers have gone on to gain employment or enrol for further education. We welcome families, whom have been referred to us by family support or recommended by health visitors, we support these families alongside other services.

Seedlings April 19 - March 20	Tuesday	Wednesday	Thursday	TOTAL
Number of families who attended				457
Total Attendances	693	823	720	2236



Children and Parents enjoying a variety of Seedlings activities. These are children, moulding Squeezing and finding out the different textures in the play-dough. They happily explore and create with their parents enjoying the play-dough. This play-dough activity is very popular with parents and children.

"I enjoy attending Seedlings, because it gives me a chance to speak to other Mums. "My Son loves playing with the activities. I love the enthusiastic staff members, always friendly, smiling, and helpful. Thankyou. Keep up the great work."

Postcodes of Seedlings Attendees 1 April 19 - 31 March 20

Our parents value the service as you can see from the map; our parents are willing to travel, and are eager to attend our Seedlings sessions.



Data Source: Google My Maps

CASE STUDY

Parent and Child

Mom attended Seedlings for the first time having recently moved into the country, she attended with her son and two younger siblings (twin girls.) It was evident from the start that mom needed some support. Some of the volunteers spent time with mom (some of whom were able to speak mom's home language) we were able to give her a priority card which enabled her to attend all three Seedlings sessions every week so that we could support her with her parenting skills and give her the opportunity to socialise with others and have a break from being isolated at home in a one bedroomed flat. We also referred her son to toddler talk to develop his confidence, speech and communication skills. Mom was very grateful for all the support and encouragement that she received and it is a privilege to see how much all three children have moved forward in their development. They all attend school and nursery.

"The staff are always helpful and friendly and make our weekly visits very enjoyable. Thanks to the whole team for your hard work. Well done."

BUSINESS TEAM FOCUS

During the last eighteen months our trustees took the decision to invest in creating a new role within the business team. Our new Human Resources Officer has brought a great deal of structure to the function of the business team. We now use BreatheHR as our HR management system and staff and managers have been trained in its use. She joined us during a period of change in the Project and has overseen substantial recruitment activity and inductions as the Birmingham Forward Steps contract took shape.

We finished the year with 68 employees. There have been 11 new leavers during the year and there are 4 vacant posts. BreatheHR has allowed us to better monitor absences and there were 178.5 days of sickness during the year. Moving forward we are looking at the Bradford Scale as way to better monitor the effect of sickness levels on the organisation.

SkillGate Training is also a new service introduced as a source for our mandatory training needs, 69% of staff successfully completed this online training. BreatheHR allows for us to monitor and record training and development of all staff. The gathering of central HR data and having a dedicated HR role allows the organisation to better plan for change. The HR Officer has been instrumental in the development of good relations within the staff team, she has managed conflicts well and ensured that all staff feel they have a voice.

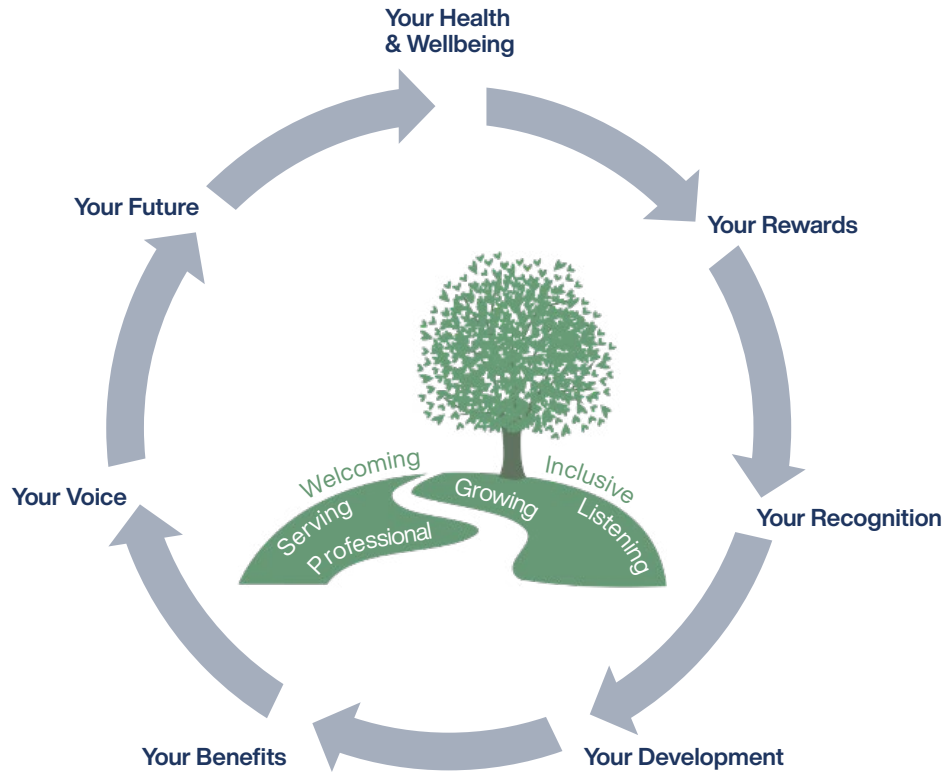
During the year the HR officer coordinated the production of a Code of Conduct for the organisation and developed a Menopause Policy.

As we end the year the HR officer has developed a new system for Performance Development Reviews which will be put in to practice very soon.

The new role of HR officer complements the Business Team which comprises the Finance Officer, Business Administrator and the Assistant CEO as Chief Operations Officer. Together the Business Team offers infrastructure support for the rest of the organisation.

#YourSpringfield

There is now a clear care package offered to staff which is called **Your Springfield**



ACKNOWLEDGEMENTS

We are incredibly grateful to the following for the generous support they gave us...

- Birmingham Community Health Care
- Birmingham City Council
- NHS Smartcare Federation
- Birmingham and Solihull CCG
- Ageing Better
- Connecting People
- Yardley Great Trust
- Awards for All (Lottery)
- Morrison's Supermarket
- Eveson Trust
- Groundwork - Tesco Bags of Help
- Persimmon Charitable Trust
- Members of the congregation of St Christopher's Church
- Local community who attended our community events
- Youth Music

Key Partners



As the mission partner for St Christopher from whom the Project was born, we reach out to "Share God's Love in the Community" through active service and care. The church continues to support the Project through prayer and volunteer support, and a number of the congregation serve as trustees. They offer their worship space for delivery of activities during the week.

Thank you



SENIOR STAFF

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